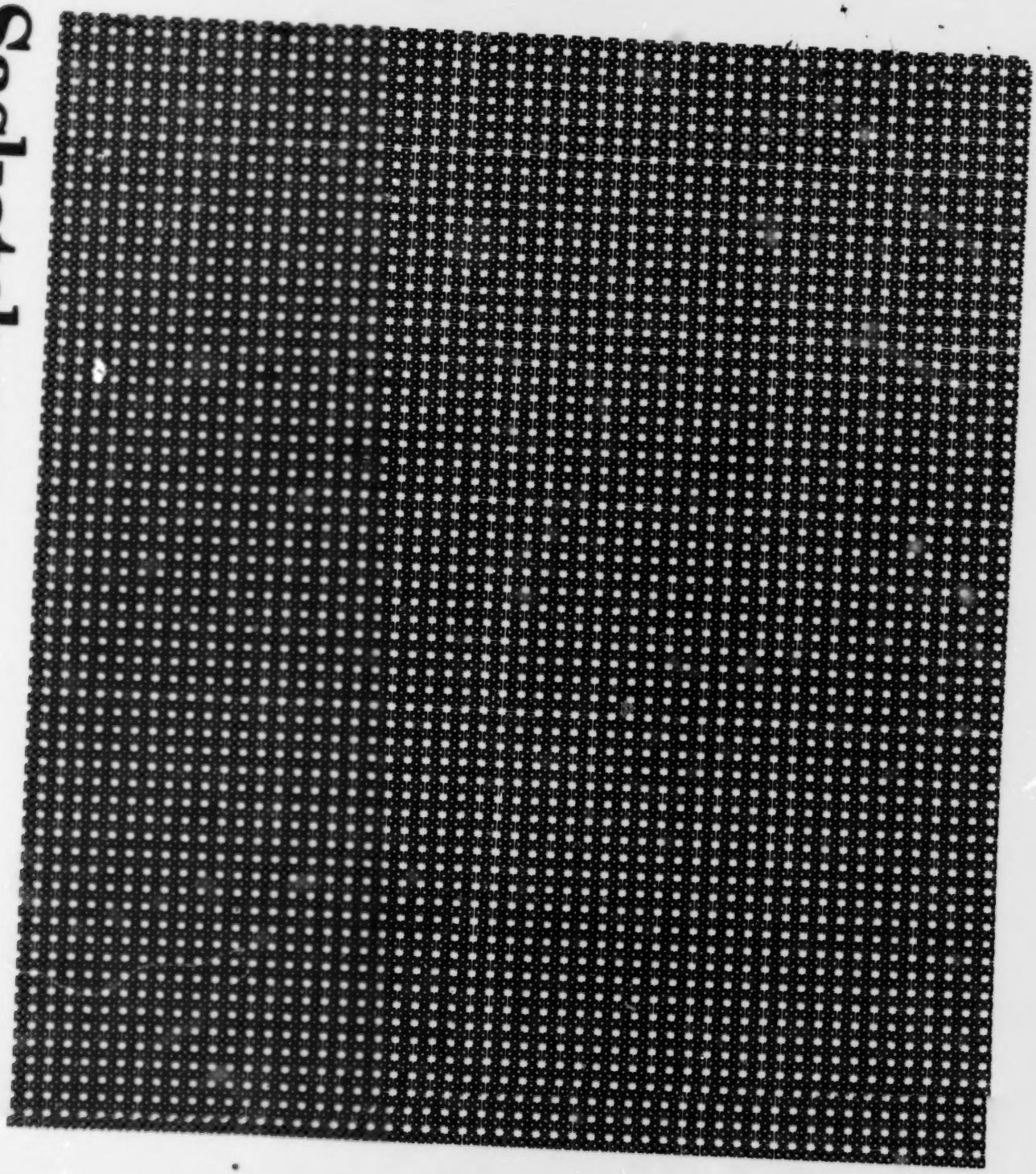
Saskatchewan
Labour

Policy Planning
and Research
Division

Study of Saskatchewan

Collective Bargaining Agreements 1983

Saskatchewan



Study of Saskatchewan

Collective Bargaining Agreements 1983

Saskatchewan Labour

Hon. Lorne McLaren
Minister

Peter E. Grady
Deputy Minister

ISSN 0701-6794

Collective Agreement Analysis Unit
Policy Planning and Research Division

December 1983

TABLE OF CONTENTS

Foreword v

Introduction vi

Definitions viii

Highlights and Trends xv

Statistical Summary of Significant Collective Bargaining Trends, 1981 to 1983 xxiii

Provisions Index xxv

Data 001

FOREWORD

This is the eleventh analysis of collective bargaining agreements published by the Policy Planning and Research Branch. The annual study provides current information on the non-wage provisions of collective agreements which fall under provincial jurisdiction. This study is based on agreements which arrived prior to April 1983.

Although the analysis primarily attempts to accommodate employer and labour negotiators by providing more informed bargaining criteria, it is also of interest to those concerned with the scope of provincial industrial relations.

We appreciate the cooperation of labour and employer representatives in supplying agreements and other information used in the study.

We also appreciate the efforts of the Saskatchewan Government Systems Centre for the technical expertise in the development and ongoing maintenance of the programs used to produce this study.

INTRODUCTION

This publication summarizes the non-wage provisions of collective bargaining agreements in the province which are filed with the Department under the terms of **The Trade Union Act**. Premium pay, vacations, cost of living adjustments, health and welfare plans, hours of work and many other provisions are examined and the information extracted for computer file storage and manipulation.

The tables in the study present the data in two ways: the number and per cent of agreements containing the provisions and the number and per cent of employees covered by the provision analysed. The employee based analysis is usually the more accurate indicator of prevailing employment practices and working conditions in Saskatchewan collective agreements.

Information on wages in the province which is based on a survey of both union and non-union establishments is available in another annual Branch publication Wages and Working Conditions by Occupation.

Inclusions

This year's study analyses the provisions in 301 agreements which represents the results of collective bargaining between hundreds of employers and 45,757 employees in the province.

Almost all agreements in this study arrived during 1982 and the early part of 1983 and were on hand in April 1983. To make the study more complete, a few, major "in effect" agreements which arrived prior to this period were included.

The industrial composite includes all types of industries with the exception of those mentioned under "Exclusions" below.

Exclusions

Excluded from the study are construction industry agreements, teacher agreements and agreements covered by the Canada Labour Code.

The exclusion of construction industry agreements has been established practice due to their distinctive provisions and their centralized and highly visible bargaining.

Teacher collective bargaining is covered by **The Education Act** and therefore excluded.

Agreements under Federal jurisdiction are excluded and usually are in the area of interprovincial and international transportation; radio and television broadcasting including cablevision; telephone and telegraph systems; air transport and aerodromes; banks; grain elevators; flour and feed mills feed warehouses, seed cleaning plants; and certain Crown corporations.

Limitations

(a) This study, like the 1982 study, summarizes the results of recent bargaining as opposed to analysing the contents of all agreements "in effect" which was the scope of studies prior to 1982. Time and budget constraints prevented the analysis of approximately 700 "in effect" agreements in the Department's files in April 1983. A few, major, "in effect" agreements were recoded however and included in the study to make the analysis more complete. Note that "in effect" agreements are the most current agreements filed with us from each active bargaining unit regardless of the expiry date because in law and for practical purposes, agreements continue in force until new terms are agreed to. In many cases, however, new terms have been agreed to but the new agreement is filed late.

(b) Some of the agreements in the study expired before April 1983. In some cases, new terms have not been negotiated; therefore, these agreements remain in effect until new terms are agreed to. In most cases, however, the problem is the late submission of new or renegotiated agreements which may take several months to arrive in the Branch.

(c) Because some clauses are written in an ambiguous or unclear manner, the reading and analysis of the agreements involves a certain degree of judgment or subjectivity. The interpretation the coder places on the clause may therefore differ from the way in which it is actually applied.

(d) Agreements do not always contain references to every condition of employment in the workplace. Benefits not mentioned in contracts may exist in practice. This is particularly evident in the area of health and welfare provisions. Insurance and pension plans often exist without being included or mentioned in the agreements submitted to our office.

(e) Agreements often contain provisions which vary during the term of the agreement (e.g. length of service for vacation) or vary by type of employee, by occupational classification or a number of other factors. Some fields contain coding options which allow us to indicate these variances. If not, we code the provision which affects an identifiable majority of employees in the unit.

(f) Some agreements contain provisions which appear to conflict with legislation. If a contract predates a change in labour standards, for example, this would result in an apparent conflict. Since not all those engaged in bargaining are aware of all current legislation, this would also produce discrepancies. What is reported here is what is observed in the collective agreements during the coding process.

DEFINITIONS

Field

0040 Master agreement - Sets basic standards at a provincial or interprovincial level with local negotiations setting further provisions or wages.

0100 Management rights clause - Defines the rights of management in directing its operation. May be a general statement or an itemized list and may provide residual rights which give management the right to direct its operation by any means not specifically defined by the collective agreement providing they do not conflict with other provisions of the agreement.

0120 Closed shop - The employer must hire union members only.
Union shop - All employees must become members of the union after being hired.
Modified union shop - Workers not in the union at the time of the first agreement after certification need not join. Otherwise it is a union shop.
Maintenance of membership - New employees are not required to join the union but individuals who join must maintain their membership for the duration of the agreement.
Open shop - Union membership is not required as a condition of securing or retaining employment.

0140 Check-off - A system for deducting union dues and assessments from pay checks and remitting them to the union. Voluntary check-off implies that employees must authorize this in writing.

Compulsory (Rand Formula) - a plan developed by Judge Rand which requires non-union employees in the bargaining unit to pay the union a sum equal to union fees as a condition of continuing employment.

0160 Hot cargoes - Material shipped from a struck plant.

0180 No-strike or no-lockout clause - Prevents a work stoppage by either the union or the employer during the term of an agreement or occasionally while negotiating a subsequent agreement.

1000-1120 Seniority - Refers to the length of service an employee accumulates with an employer. The accumulation of seniority is a determining factor in granting preference for job security and benefits stated in the collective agreement.

1120 Special seniority - A position on the seniority list ahead of what the employee would acquire solely on the basis of length of service or other general seniority factors. Usually reserved to union stewards or workers with special skills entitled to special consideration in connection with layoff and recall.

1500 Probationary period - The period of employment after hiring when the worker is on trial and may be discharged with or without cause. In some cases, discharged employees may have access to the grievance procedure.

1510 Trial period - The trial period of an in-service employee who has been promoted, transferred or reclassified. The employee can usually go back to their former position if their work performance proves unsatisfactory during the trial period or if the employee chooses to do so.

1520, 1540 Layoff or termination notice - The minimum required notice or pay in lieu under **The Labour Standards Act** after three months continuous employment is one week. The amount of notice or pay in lieu then varies according to length of service from two weeks if one year of service to eight weeks if 10 years or more.

1600 Alternate employment - The employer agrees to provide suitable alternate employment for workers who are unable to perform their normal duties due to advancing age, illness or handicap. In most cases, these employees cannot displace an employee with more seniority.

1620 Guaranteed employment or earnings - In the event of a shortage or lack of work, employees are guaranteed a specified number of hours pay per day, week or month. Does not refer to wage or employment guarantees following layoffs or termination.

1640 Work sharing - An arrangement to avoid layoffs whereby available work during slack periods is spread as evenly or as equitably as possible among regular employees by reducing each worker's daily or weekly hours or changing the type of work.

2000 Initial presentation - Refers to the first time a grievance is presented to management. It does not refer to discussing a grievance with the steward.

2040 Special procedure in disciplinary or dismissal cases - Usually an accelerated method of settling these disputes.

2080 Conciliation - A process whereby the parties voluntarily make use of a mediary as a go-between to attempt to reconcile their differences. The Department of Labour provides this service on a voluntary basis.

2100 Arbitration - The parties to a dispute agree to be bound by the decision of a third party which may be a single arbitrator or a board.

2500-2600 Hours of work - Except for a few establishments which work 4-day weeks every week, the hours of work of establishments with compressed work weeks are averaged based on a 5-day week. The actual daily hours are reported for those on 4-day weeks.

2620-2650 Banking privileges, compressed work week - Regular daily hours are lengthened according to a set schedule and the extra time banked allows for an extra earned day off during a specified period, e.g. work nine days in two weeks and get the 10th day off (5-4).

2660 Flextime schedule - A system where workers have some freedom in deciding when they start and finish daily work providing they fulfill a minimum daily attendance requirement. They are usually required to be present during certain 'core' hours.

3000-3140 Overtime pay - According to **The Labour Standards Act**, the minimum overtime payable for work in excess of 8 hours per day or 40 hours a week is time and one-half with some exceptions.

3500, 3520 Shift differential - Additional compensation for working undesirable or inconvenient work schedules.

3540 Split shifts - Daily work schedule divided into two or more parts. A differential may be paid.

3580 Higher service pay - Compensation for temporarily doing the work of a higher paid position.

3600 Premium pay for working on paid holidays - Generally applies to unscheduled work (overtime) on paid holidays. **The Labour Standards Act** requires at least time and one-half with exceptions for certain types of establishments.

3705 Weekend premium - Includes consecutive weekend premium.

4020 Non-legislated paid holidays - The nine legislated holidays are New Year's Day, Good Friday, Victoria Day, Dominion Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

4500-4600 Vacation - According to **The Labour Standards Act** all employees with at least one year of service are entitled to 3 weeks' vacation or pay (3/52). After 10 years' service they are eligible for 4 weeks' vacation or pay (4/52).

4740 Partial election of vacation - Employees with vacation credits in excess of four weeks may be required to or be allowed to break up their leave and elect only portions of their total vacation time. Some portions may be allocated at the company's discretion.

4760 Supplementary vacation/vacation bonus - Supplementary vacation days or vacation pay for long-service, pre-retirement, winter vacation, etc. May be annual, at regular intervals, or once in a lifetime. Includes vacation pay which exceeds the minimum two per cent per week.

4770 Displaced or deferred vacation - If an employee qualifies for sick leave, bereavement or any other approved leave of absence during his/her period of vacation, the displaced vacation days are rescheduled.

5000 Reporting pay - Minimum pay guaranteed to a worker who reports for work as scheduled and finds no work available or less work than can be done in the specified guaranteed period.

5020 Call-back pay - Minimum number of hours guaranteed to workers who are called back or called out to work outside of regular scheduled hours.

5120-5180 Severance pay - A payment made upon permanent separation of the employee from the company as a result of retirement, termination or permanent layoff. Payment is usually based on years of service or unused sick leave.

5500 Cost of living allowance (COLA) - Refers to payments to employees which are intended to reflect changes in the cost of living index and are calculated according to a specific formula and usually at stated time intervals during the life of the collective agreement.

5520 Triggered formula - A formula which does not come into effect until the CPI changes by a certain specified minimum amount.

5640 Type of adjustment - A floating COLA does not become part of the wages specified in the agreement but remains a separate hourly payment. A total fold-in means that the wage rates in the contract are permanently changed by the COLA. A partial fold-in occurs when a portion of the COLA is folded into the regular rates or when the COLA remains separate but is paid for more than just regular hours, e.g. overtime, shift differentials, vacation pay or welfare benefits.

6000-6120 Technological change - As defined by The Trade Union Act, a technological change is the introduction of equipment, material or a work procedure not previously used in the workplace or the removal by an employer of part or all of the work, undertaking or business. The Act provides for 90 days' notice to the union if a significant number of employees are affected and for collective bargaining to commence.

6540 Annual sick leave - The number of days of sick leave credited each year, as opposed to the number of days which can be used. Accumulation is usually on a monthly basis.

6600 Extended medical benefit plans - Refers to health insurance plans (except those that are coded specifically) over and above the basic provincial medical and hospitalization plan. May include contributions or reimbursement for SHSP/MCIC premiums and such plans as chiropractic, chiropody, GMS, MSI and Blue Cross, etc. Optical and dental plans are analysed separately.

6620 Health and welfare plan - Can consist of a number of separately financed benefits ("series of plans") or a number of distinct benefits financed jointly ("single fund") or just one benefit, such as a life insurance plan.

6680, 6700 Accidental death and disability plan - Covers the employee for death or disability due to an accident.

6720-6780 Long-term disability and income continuance plan - Provides an income guarantee to employees who may be disabled permanently or for a long period of time.

6800-6840 Sickness and accident weekly indemnity - Mid-range protection for employees suffering sickness or disabilility for periods of time which would fall in between plans offering short-term and long-term protection.

6905, 6910 Mandatory retirement, extensions - The agreement mentions a retirement age and may allow for employment extensions beyond that age.

6940 Dental work - Basic work includes fillings, extractions, cleaning and anything else done to the original teeth. Extended work includes dentures (prosthethics) and oral surgery.

7500 Health and safety clause - The standard clause is similar to the following:

"The company shall make reasonable provision for the safety and health of its employees during working hours. The union may, from time to time, bring to the attention of the company, recommendations for improvements in the conditions of work and such recommendations shall be subject to discussion between the company and the union".

A non-standard clause would be anything else that mentions health and safety without the three major parts contained in the standard clause. The word "health" must be included to distinguish it from the "safety" clauses that preceded the introduction of The Saskatchewan Occupational Health and Safety Act.

7520 Occupational health and safety committee - The Saskatchewan Occupational Health and Safety Act provides for mandatory joint committees in establishments with 10 or more employees.

7720 Right to refuse dangerous work - Employees have this right under **The Saskatchewan Occupational Health and Safety Act.**

7740 Committee-persons' protection from discrimination - Employees have this protection under **The Saskatchewan Occupational Health and Safety Act.**

7780 Medical exams - On initial employment only, usually prior to expiry of probationary period.

7800 Rehabilitation - The standard clause usually reads as follows:

"In the event of employees sustaining injuries at work or becoming affected by occupational diseases during the course of their employment and becoming physically handicapped as a result thereof, every effort will be made by the company to give the employees such suitable employment as is available". If any preferential treatment for injured employees is indicated, the clause is non-standard.

7820-7900 Workers' compensation supplements - Employer supplements to workers' compensation benefits.

8000 Bereavement leave - **The Labour Standards Act** provides for 5 days' unpaid leave for bereavement in the immediate family if the employee has at least 3 continuous months' service.

8160 Special retirement leave - Includes extra paid leave when employee approaches retirement date and short, paid leaves for pre-retirement counselling, preparing forms, etc.

8200 Adoption leave - **The Labour Standards Act** provides for 6 weeks' unpaid leave with a 12 month service requirement.

8220, 8230 Paternity leave - **The Labour Standards Act** provides for 6 weeks' unpaid leave.

8240-8350 Maternity leave - **The Labour Standards Act** provides for 18 weeks' leave after 12 months' service. The employee must give 4 weeks' notice to start leave and 2 weeks' notice to return from leave and has reinstatement rights with seniority retained.

8350 Paid or partly paid maternity leave - Unused sick leave credits may be used in some cases.

9220, 9240 Clothing, uniforms, cleaning - According to **The Labour Standards Act**, employers in certain establishments who require their employees to wear uniforms or special clothing must provide them free of charge and absorb the cost of cleaning and repair.

9901 Equal pay - A policy of equal pay for similar work regardless of sex or other worker characteristics not related to ability or performance. Provided for in **The Labour Standards Act**.

9902 Affirmative action - May be related to women, native persons and/or handicapped persons.

9905 Moonlighting - Dual job holding. Includes other employment while on leave of absence.

9906 Wage incentives - Any system in which payments are made for increased production, either as a piece rate or for production in excess of a fixed standard. Excludes sales commissions.

9908 Transportation for employees on certain shifts - According to **The Labour Standards Act**, transportation must be provided for female employees in certain establishments who work between 12:30 a.m. or 7 a.m.

9909 On-the-job upgrading/training - Includes off-premises seminars and employer support of courses taken at employee initiative.

9910 Northern allowance - May include extra travel or vacation allowance.

9918 Pyramiding - Payment of both overtime and shift premium for the same hours, for example. Usually not allowed. Includes any mention of pyramiding.

HIGHLIGHTS AND TRENDS

Term of agreement (Field 0010). The number of one-year agreements increased dramatically with a corresponding decrease in two-year agreements.

Term	Per cent of agreements 1981	1982	1983	Per cent of employees 1981	1982	1983
One year	25	37	41	12	13	55
Two years	65	54	49	84	82	43

Size of bargaining unit (Field 0060). As in other years, over half the bargaining units in the study had less than 26 full-time employees. A further 30% had between 26 and 100 employees, therefore, 83% of the bargaining units in the study had 100 employees or less.

Alternate employment for older or handicapped employees (Field 1600). The number of employees covered by this provision increased significantly from 28% and 35% in 1981 and 1982 respectively to 55% in 1983.

Arbitration (Fields 2100, 2120). There was a shift in the type of arbitration provided for in agreements.

	Per cent of employees 1981	1982	1983
Single arbitrator	12	19	5
Tripartite board	64	57	64
Choice of alternatives	4	7	13

Ten per cent of agreements mentioned specific arbitrators or chairmen or indicated that a list existed.

Hours of work (Fields 2500-2600). The average weekly hours of work are decreasing for both office and non-office employees. In the calculations below, only those agreements reporting hours of work for the specified type of employee were included.

		Per cent of agreements 1981	1982	1983
Non-office:	less than 40 hours	17	31	34
	40 hours	82	67	61
Office:	less than 40 hours	55	62	76
	40 hours	45	38	24

Compressed work week (Fields 2640, 2650). A compressed work week (the banking of extra daily hours for earned days off) for at least some of the employees in the bargaining unit was provided for in 17% of agreements covering 77% of employees compared to 60% of employees in the 1982 study and 51% in 1981.

Flextime schedule (Field 2660) Thirty per cent of employees in the 1983 study had agreements which provide for hours of work which are flexible (see definitions) compared to only 10% in 1982.

Overtime (Fields 3000-3060). The percentage of employees receiving double time for overtime after daily hours has increased. The progressive rate is still popular with the most frequent rate being time and one-half for the first four hours and double time after four hours.

	Per cent of employees		
	1981	1982	1983
Time and one-half	17	7	5
Double time	19	27	31
Progressive rate	64	65	64

Shift differentials (Fields 3500, 3520). Two-thirds of employees covered by agreements which mentioned shift differentials in the 1983 study had differentials which ranged from 40 to 50 cents per hour. In 1982, most differentials ranged from 26 to 40 cents.

Work requirement for holiday pay (Field 3640). Fourteen per cent of agreements studied in 1983 covering 5% of employees mentioned a work requirement for holiday pay. Working the scheduled day both before and after the holiday was the most popular requirement.

Hazardous work premium (Field 3703). The number of employees with agreements which provided for a hazardous work premium increased from 34% in 1982 to 41% in the 1983 study.

Paid holidays (Fields 4000, 4020). Almost all employees get more than the nine legislated paid holidays with an increasing number receiving 11 days or more.

	Per cent of employees		
	1981	1982	1983
10-10 1/2 days	30	22	13
11-11 1/2 days	63	73	84
12 or more	6	5	3

The most popular non-legislated days are:

	Per cent of employees		
	1981	1982	1983
Boxing Day	98	97	99
Easter Monday	39	37	44
Floating holiday	23	20	38

Four weeks' vacation (Field 4520). More than half of the employees in the 1983 study (51%) require less than the legislated 10 years' service compared to 48% in 1982 and 33% in 1981.

Five weeks' vacation (Field 4540). Almost all employees in 1983 (96%) had a provision for five weeks' vacation (92% in 1982 and 1981). The service requirement changed dramatically since 1981 with 44% of employees requiring less than 20 years' service in 1983 compared to 26% in 1982 and 15% in 1981. The most frequent service requirement in 1983 was 17 years (24% of employees).

Six weeks' vacation (Field 4560). There has been a significant increase in the provision for six weeks' vacation.

	Per cent of agreements	Per cent of employees
1981	20	19
1982	29	33
1983	45	88

Of the employees with agreements which provided for six weeks' vacation in the 1983 study, 72% required 30 years' service and 16% required 25 years.

Seven and eight weeks' vacation (Fields 4580, 4600). Four per cent of employees in the 1983 study had a provision for seven weeks' vacation, a slight decrease from 5% of employees in 1982. Only one agreement was encountered in the 1983 study which provided for eight weeks' vacation.

Supplementary vacation/vacation bonus (Field 4760). The number of employees who had a provision for a vacation bonus and/or supplementary vacation increased significantly from 13% of employees in 1982 to 40% in 1983. The most popular reasons for the extra vacation or vacation pay were long service or winter vacations (off-season).

Displaced or deferred vacation by approved leave of absence (Field 4770).

About half of the employees in the 1983 study (51%) could defer or reschedule vacation days used during their vacation period for unforeseen, approved leaves of absence such as illness or bereavement. This provision was not analysed prior to 1983.

Vacation carry-over (Field 4780). The number of employees who could carry-over vacation credits into the next vacation year increased considerably from 51% of employees in the 1982 study to 77% in 1983.

Reporting pay guarantee (Field 5000). There was a significant decrease from 67% in 1982 to 45% in 1983 in the percentage of employees with agreements which provided for reporting pay. There was also a decrease in the guarantee. In 1982, over half of the employees with this provision (51%) were guaranteed four hours and 39% were guaranteed three hours. In 1983 these were reversed so that 29% were guaranteed four hours and 46% three hours.

Severance pay (Field 5120). Almost all employees in the 1983 study (91%) had a provision for severance pay, an increase from 79% in 1982. The most common payments were one week's pay per year of service and/or a percentage of unused sick leave credits.

Cost-of-living adjustment (COLA) (Fields 5500-5640). The percentage of agreements with COLA clauses increased slightly from 19% in the 1982 study to 23% in 1983 but still lower than the 30% recorded in 1981. Over two-thirds of employees (71%) were covered by a COLA clause in 1983 which compares to the 70% in 1981 and is an increase from 62% in 1982. More employees had clauses with triggered formulas (see definitions) in 1983 than in 1982 (71% vs 62%). Six agreements were encountered in 1983 which mentioned a maximum allowance (two in 1982) and 13 agreements provided for a decline in the CPI (six in 1982).

Technological change (Fields 6000-6120). The number of agreements which included technological change clauses increased from 27% in 1981 to 39% in 1982 and 52% in 1983. Employees covered increased from 40% in 1981 to 54% in 1982 and 59% in 1983.

Sick leave (Fields 6500-6580). Most agreements (90%) covering 98% of employees had sick leave provisions in the 1983 study, a slight increase from 86% of agreements and 94% of employees in 1982. About two-thirds of employees (65%) were allocated a flat rate monthly or annual credit and 28% had a weekly indemnity plan. The popular annual allocation of 15 days was available to 56% of employees in 1983 and 11% received more than 15 days. In 1982, 51% had allocations of 15 days and a similar 11% had more than 15 days. More agreements are limiting the accumulation of unused sick leave credits. In 1981, 34% of employees had unlimited accumulation compared to only 12% in 1983. There was a dramatic increase in the number of employees whose unused sick leave credits are eligible for partial and occasionally full conversion to cash or days off on retirement etc. from 39% in 1982 to 69% in the 1983 study.

Health and welfare plans (Fields 6620-6960) The percentage of employees whose agreements mentioned the various plans since 1981 is summarized below. The decrease in several plans since 1982 may mean that the plans exist but they are just not mentioned in the agreement which is occasionally the case.

	Per cent of employees		
	1981	1982	1983
Life Insurance	57	69	85
Accidental Death & Disability	17	19	11
Long-term Disability	35	41	53
Sickness & Accident Weekly Indemnity	41	31	36
Pension Plan	58	69	46
Dental Plan	18	32	25
Optical/Drug Plan	6	8	5

Life insurance (Fields 6640, 6660). More employers are paying the entire premium for life insurance. If we consider only those agreements which specified the employer contribution we find that 81% of employees had employers who paid the entire premium in the 1983 study compared to 69% in 1982 and 49% in 1981. The amount of benefits is usually under $15,000 per employee.

Long-term disability plan (Fields 6720-6780). Again, if we consider only those employees with agreements which specified the premium contribution we find that the premium for LTD plans was shared 50/50 by the employees and employer for 81% of the employees in 1983, an increase from 62% in 1981 and 70% in 1982. More employers paid the entire premium in 1981 and 1982 (27% and 30% respectively) than in the 1983 study (19% of employees).

Sickness and accident weekly indemnity (Fields 6800-6840). There has been a dramatic shift in the payment of premiums for this plan from employer to employee. The summary below considers only those employees with agreements which specified the premium sharing.

Employer share	Per cent of employees		
	1981	1982	1983
50%	29	17	68
100%	68	74	29

The usual benefit is 66 2/3% to 70% of regular earnings with maximums between $150 and $325 per week. If we consider only those agreements which specified the duration of the weekly indemnity in 1983 we find that more than half the agreements (58%) had durations of 26 weeks. However, if we look at the percentage of employees covered by these agreements we find that the majority of employees (79%) had durations of 17 weeks. One can therefore conclude that the smaller bargaining units have 26 weeks and the larger ones 17 weeks.

Mandatory retirement/extensions (Fields 6905, 6910). About one-quarter of agreements in the 1983 study (26%) covering 66% of employees mentioned mandatory retirement and 16% of agreements covering 34% of employees mentioned that employment extensions beyond retirement age would be considered. These provisions were not analysed prior to 1983.

Dental plan (Fields 6920, 6940). Although there was a decrease in the percentage of employees covered by a dental plan from 32% in 1982 to 25% in 1983, the percentage of agreements which provided for a dental plan increased from 28% in 1981 to 35% in 1982 and 39% in 1983. From this we can conclude that smaller bargaining units are more likely to have dental plans than the larger ones.

Workers' compensation supplements (Fields 7820-7900). The percentage of employees whose employers will supplement workers' compensation benefits increased from 75% in 1982 to 84% in 1983. The supplement usually provides full salary when combined with workers' compensation benefits and is usually available for a maximum of one year.

Leaves of absence (Fields 8000-8350). The percentage of employees who had provisions in their agreements for the various leaves of absence is summarized below.

	Per cent of employees		
	1981	1982	1983
Paid bereavement leave			
- immediate family	90	97	98
- travel extension	NA	NA	33
- other relatives or non-relatives	NA	NA	39
Paid compassionate leave	62	65	75
Personal leave for good reason (unpaid)	87	91	92
General union business	96	97	96
- negotiations	NA	61	41
Paid jury duty	61	69	68
Education leave	46	64	58
Adoption leave	21	47	65
Paternity leave	3	8	40
Maternity leave	72	75	89

Note the decrease for negotiation leave and the significant increases for adoption, paternity and maternity leave.

Paid marriage leave (Field 8180). Six agreements were encountered in the 1983 study which provided for paid marriage leave compared to eight in 1982 and nine in 1981 (2% of agreements in each case).

Adoption and paternity leave (Fields 8200-8230). Four agreements were found in the 1983 study which provided for paid adoption leave and eleven for paid paternity leave. Of the agreements which mentioned unpaid paternity leave in 1983, 16 agreements covering 58% of employees provided more than the legislated six weeks' leave, usually 12 weeks.

Maternity leave (Fields 8240-8340). If we consider only those employees with agreements which specified a service requirement to be eligible for maternity leave, we find that most employees currently require less than the legislated 12 months' service. In 1983, 54% of employees needed only nine months' service to be eligible for maternity leave.

Service requirement	Per cent of employees 1981	1982	1983
Less than 12 months	12	21	70
12 months	88	79	30

Again, if we consider only those employees with agreements which specify duration of maternity leave, we find that very few employees are limited to the legislated 18 weeks' leave. In the 1983 study, 82% of employees could take 26 weeks' leave (6 months).

Maximum duration	Per cent of employees 1981	1982	1983
18 weeks	8	12	10
19-25 weeks	20	15	7
26 weeks	71	70	82
More than 26 weeks	1	1	1

In the past three studies, several agreements were found which provided for less than the legislated requirements for maternity leave. In 1983, two agreements provided for less than 18 weeks' leave, three agreements required more than four weeks' notice for leave and 10 agreements required more than two weeks notice to return from leave. Twenty-one agreements in 1983 (7%) provided for paid or partly paid maternity leave, often deducted from sick leave credits.

Equal pay for similar work (Field 9901). About one-fifth of agreements in the 1983 study covering one-third of employees (33%) had an equal-pay provision compared to 27% of employees in 1982 and 38% in 1981.

Affirmative action (Field 9902). Affirmative action clauses were found in 13 agreements in 1983 (4%) covering 30 per cent of employees compared to 10 agreements in 1982 (3%) covering 19% of employees.

Sexual harassment (Field 9903). There were seven agreements encountered in 1983 covering 2,200 employees which had sexual harassment clauses compared to three agreements and 200 employees in 1982.

Pyramiding of overtime pay, premium pay, etc. (Field 9918). Over one-third of agreements (37%) covering 71% of employees mentioned pyramiding in the 1983 study. The majority of these agreements stated that premium pay and overtime would not be paid for the same hours.

STATISTICAL SUMMARY OF SIGNIFICANT COLLECTIVE BARGAINING TRENDS

1981 to 1983

	Per cent of employees		
	1981	1982	1983
One-year agreements	12	13	55
Two-year agreements	84	82	43
Compressed work week	51	60	77
Average weekly hours of work:(1)			
Non-office-less than 40 hours	17	31	34
- 40 hours	82	67	61
Office - less than 40 hours	55	62	76
- 40 hours	45	38	24
Paid holidays:			
More than 11	69	78	87
Most popular non-legislated holidays:			
- Boxing Day	96	97	99
- Easter Monday	39	37	44
- Floating holiday	23	20	38
Vacation:			
Four weeks' vacation, less than 10 year service requirement	33	48	51
Five weeks' vacation	92	92	96
- less than 20 year service requirement	15	26	44
Six weeks' vacation	19	33	88
Seven weeks' vacation	--	5	4
Eight weeks' vacation	--	0	.02
Reporting pay guarantee	52	67	45
COLA clause	70	62	71
Technological change clause	40	54	59
Sick leave:			
- Unlimited accumulation of credits	34	31	12
- Payout on unused credits	45	39	69
Health and Welfare:			
- Long term disability plan (LTD)	35	41	53
- Dental plan	18	32	25
Employer-paid premiums(2)			
- Life insurance	49	69	81
- LTD	27	30	19
- Sickness and accident weekly indemnity	68	74	29

(continued)

STATISTICAL SUMMARY OF SIGNIFICANT COLLECTIVE BARGAINING TRENDS

1981 to 1983
(continued)

	Per cent of employees		
	1981	1982	1983
Maternity leave:			
- Less than 12 month service requirement	12	21	70
- More than 18 weeks' leave	92	86	90
Equal pay for similar work	38	27	33
Affirmative action	--	19	30

(1) Per cent of employees with agreements reporting hours of work for the specified type of employee.

(2) Per cent of employees with agreements which mention plan premium.

PROVISIONS INDEX

Collective agreement information	Field number	Page
Term of agreement	0010	001
Type of negotiating unit	0020	
Type of agreement	0040	
Size of bargaining unit	0060	002
Management rights and union security		
Management rights clause	0100	
Type of shop	0120	
Check-off	0140	003
Right to refuse to cross picket lines, handle hot cargo	0160	
No-strike or no-lockout clause	0180	
Employee security		
A. Seniority		
Seniority unit	1000	004
Seniority on promotion	1020	
Seniority on layoff	1040	
Retention of seniority during layoff	1060	005
Recall procedure	1080	
Loss of recall rights	1100	
Special seniority	1120	006
B. Job Protection and Related Provisions		
Probationary period	1500	
Trial period after promotion, transfer, reclassification, etc.	1510	
Notice of layoff or pay in lieu of notice	1520	007
Notice of termination or pay in lieu of notice	1540	
Employment status given for previous experience	1560	
Posting of job vacancies	1580	008
Alternate employment for older or handicapped employees	1600	
Guaranteed employment and/or earnings	1620	
Work sharing arrangement	1640	

	Field number	Page
Grievance procedure		
Initial presentation	2000	009
Length of time to initiate grievance	2020	
Special procedure in disciplinary or dismissal cases	2040	
Compensation for grievance work	2060	010
Conciliation	2080	
Arbitration	2100	
Specific arbitrators or chairman of arbitration board	2120	011
Days and hours of work		
Non-office employees		
- normal daily hours	2500	
- normal weekly days	2520	
- normal weekly hours	2540	012
Office employees		
- normal daily hours	2560	
- normal weekly days	2580	013
- normal weekly hours	2600	
Days off per week	2620	014
Compressed work week (including banking)		
- participation	2640	
- type(s) of compressed work week	2650	015
Provision for a flextime schedule	2660	
Daily paid rest periods (coffee breaks)	2680	
Rest period(s) before or during overtime	2700	016
Overtime pay		
Rate after normal daily hours	3000	
Rate after normal weekly hours	3020	017
Rate on Saturday or first day of rest	3040	
Rate on Sunday or second day of rest	3060	018
No layoff or reduction of hours to compensate for overtime	3070	
Choice of time off or pay at applicable overtime rates	3080	
Right to refuse overtime	3100	019
Distribution of overtime	3120	
Meal or meal allowance on overtime, callback, etc.	3140	
Premium pay		
Second shift differential	3500	020
Third shift differential	3520	
Split shifts	3540	021

Premium pay (continued)	Field number	Page
Higher service pay	3580	
Premium pay on paid holidays	3600	
Service requirement for holiday pay	3620	022
Work requirement for holiday pay	3640	
Miscellaneous premiums:		
- responsibility premium (lead/charge hand, acting foreman, supervisor, etc.	3701	
- stand-by, on-call premium	3702	
- hazardous work premium	3703	
- dirty work premium	3704	
- weekend premium for scheduled work	3705	
- premium for shift change without sufficient notice	3706	
- other premiums	3799	
Statutory/paid holidays		
Number of paid holidays	4000	023
Non-legislated holidays	4020	
Paid vacation		
Length of service required for:		
- three weeks' vacation	4500	024
- four weeks' vacation	4520	
- five weeks' vacation	4540	025
- six weeks' vacation	4560	
- seven weeks' vacation	4580	026
- eight weeks' vacation	4600	
Holiday falling within a vacation	4680	
Holiday falling on a day off	4700	027
Election of paid vacation	4720	
Partial election of vacation	4740	
Supplementary vacation/vacation bonus	4760	028
Displaced or deferred vacation by approved leave of absence	4770	
Vacation carry-over	4780	
Pay guarantees		
Reporting pay guarantee	5000	029
Call-back pay	5020	
Maintenance of health and welfare contributions on limited layoff or leave of absence	5040	030
Maintenance of other benefits on limited layoff or leave of absence	5060	
Accrual of other benefits on limited layoff or leave of absence	5080	
Proration of benefits for part-time employees	5100	031

Pay guarantees (continued)	Field number	Page
Provision for severance pay	5120	
Minimum length of service to qualify for severance pay	5140	
Accumulation of severance pay	5160	032
Maximum amount of severance pay	5180	
Cost of living adjustment provisions		
Type of formula	5500	033
Triggered formula	5520	
Cap or maximum allowance	5540	
Guaranteed or minimum allowance	5560	
Consumer price index	5580	034
Frequency of review	5600	
Timing of adjustments	5610	
Provision in COLA formula for decline in CPI	5620	035
Type of adjustment	5640	
Technological change		
Notice to union of pending technological change	6000	
Advance notice of layoff	6020	036
Training or retraining	6040	
Employment security	6060	
Labour-management consultation	6080	
Relocation allowance or assistance	6100	037
Reopener clause as a result of pending technological change	6120	
Health and welfare		
Minimum length of service for entitlement to sick leave benefits	6500	
Type of sick leave	6520	038
Annual sick leave	6540	
Maximum accumulation of unused sick leave	6560	039
Conversion of unused sick leave	6580	
Extended medical benefit plans	6600	
Provision for a health and welfare plan	6620	040
Employer's contribution to life insurance	6640	
Amount of life insurance benefits per employee	6660	
Employer's contribution to accidental death and disability plan	6680	041
Amount of accidental death and disability benefits	6700	
Employer's contribution to long-term disability and income continuance plan	6720	
Waiting period to receive benefits under long-term disability plan	6740	042

Health and welfare (continued)	Field number	Page
Duration of benefits under long-term disability plan	6760	
Percentage of wage guaranteed under long-term disability plan	6780	
Employer's contribution to sickness and accident weekly indemnity	6800	043
Maximum amount of sickness and accident weekly indemnity	6820	
Maximum duration of sickness and accident weekly indemnity	6840	044
Employer's contribution to pension plan	6860	
Early retirement	6880	045
Administration of pension plan	6900	
Mandatory retirement	6905	
Retirement extensions	6910	
Employer's contribution to a dental plan	6920	046
Type of dental work covered	6940	
Optical care/prepaid drug prescription plan	6960	
Occupational health and safety		
Type of health and safety clause	7500	047
Occupational health and safety committee	7520	
Reference to legislation	7540	
Functions, procedures and rights of the occupational health committee	7560	
Pay for time spent on committee matters	7700	048
Right to refuse dangerous work	7720	
Committee persons' protection from discrimination	7740	
Health and safety negotiable	7760	
Medical examinations	7780	049
Rehabilitation	7800	
Employer supplements to workers' compensation benefits	7820-7900	
Safety apparel and equipment	7920	051
Leave of absence provisions		
Paid leave on bereavement in immediate family	8000	
Paid bereavement leave extension for travel	8005	052
Paid bereavement leave for other relatives or non-relatives	8010	
Paid compassionate leave (other than bereavement)	8020	
Number of days of paid compassionate leave	8040	053
Personal leave of absence on good reason (unpaid)	8060	
Leave of absence for general union business	8080	
Leave of absence for negotiations	8100	054

Leave of absence provisions (continued)	Field number	Page
Paid jury duty	8120	
Educational leave	8140	
Special retirement leave	8160	055
Paid marriage leave	8180	
Adoption leave	8200	
Paternity leave	8220, 8230	
Maternity leave (unpaid):		
- eligibility (service requirement)	8240	056
- maximum duration of leave	8260	
- notice for leave	8280	057
- notice of return from leave	8300	
- reinstatement	8320	
- seniority during leave	8340	058
Paid or partly paid maternity leave	8350	
Miscellaneous provisions		
Reopener clause	9120	
Clothing and uniforms	9220	059
Drycleaning/laundering	9240	
Subsistence allowance	9300	
Travel allowance (private vehicle)	9360	060
Paid travel time	9380	061
COLA review of travel allowance	9400	
Other provisions		
Equal pay for similar work	9901	062
Affirmative action	9902	
Sexual harassment	9903	
Paid wash-up, clean-up, or clothes changing period	9904	
Moonlighting	9905	
Wage incentives	9906	
Profit sharing plans	9907	
Transportation for employees on certain shifts	9908	
On-the-job upgrading and training	9909	
Northern allowance (isolation pay)	9910	
Travel allowance, company vehicle	9911	
Moving expenses or relocation allowance (not related to tech. change)	9912	
Apprenticeship provisions	9913	
Anti-inflation program	9914	
Tools/allowance	9915	
Paid lunch period (during regular hours)	9916	
Bulletin boards for union use	9917	
Pyramiding of overtime pay, premium pay, etc.	9918	

SECTION 1
COLLECTIVE AGREEMENT INFORMATION

FIELD 0010 **TERM OF AGREEMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 12 MONTHS	1	.33	63	.14
1 YEAR	124	41.20	25173	55.01
MORE THAN 1 YEAR, LESS THAN 2	21	6.98	531	1.16
2 YEARS	148	49.17	19541	42.71
MORE THAN 2 YEARS	7	2.33	449	.98
T O T A L	301	100.00	45757	100.00

FIELD 0020 **TYPE OF NEGOTIATING UNIT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	0	.00	0	.00
SINGLE LOCAL - SINGLE EMPLOYER	271	90.03	18502	40.44
SINGLE LOCAL - MULTI-EMPLOYER	17	5.65	4471	9.77
MULTI-LOCAL - SINGLE EMPLOYER	4	1.33	10887	23.79
MULTI-LOCAL - MULTI-EMPLOYER	9	2.99	11897	26.00
MULTI-UNION - SINGLE EMPLOYER	0	.00	0	.00
MULTI-UNION - MULTI-EMPLOYER	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 0040 **TYPE OF AGREEMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	0	.00	0	.00
MASTER	24	7.97	26557	58.04
LOCAL	277	92.03	19200	41.96
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 0060 **SIZE OF BARGAINING UNIT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1 - 25 EMPLOYEES	160	53.16	2149	4.70
26 - 50 EMPLOYEES	44	14.62	1533	3.35
51 - 100 EMPLOYEES	45	14.95	3132	6.84
101 - 200 EMPLOYEES	20	6.64	2965	6.48
201 - 500 EMPLOYEES	17	5.65	5021	10.97
501 - 1000 EMPLOYEES	6	1.99	4605	10.06
1001 - 5000 EMPLOYEES	8	2.66	16429	35.90
MORE THAN 5000 EMPLOYEES	1	.33	9923	21.69
T O T A L	301	100.00	45757	100.00

S E C T I O N 2
MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 0100 **MANAGEMENT RIGHTS CLAUSE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	74	24.58	19087	41.71
GENERAL STATEMENT OF MANAGEMENT RIGHTS	110	36.54	10454	22.85
SPECIFIED LIST OF MANAGEMENT RIGHTS	53	17.61	11587	25.32
GENERAL STATEMENT OF MANAGEMENT RIGHTS WITH RESIDUAL RIGHTS	38	12.62	3085	6.74
SPECIFIED LIST OF MANAGEMENT RIGHTS WITH RESIDUAL RIGHTS	26	8.64	1544	3.37
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 0120 **TYPE OF SHOP**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	6	1.99	1011	2.21
CLOSED SHOP	3	1.00	137	.30
UNION SHOP	30	9.97	2155	4.71
MODIFIED UNION SHOP	259	86.05	42327	92.50
MAINTENANCE OF MEMBERSHIP	1	.33	45	.10
OPEN SHOP	1	.33	10	.02
OTHER	1	.33	72	.16
T O T A L	301	100.00	45757	100.00

FIELD 0140 **CHECK-OFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	5	1.66	246	.54
COMPULSORY FOR ALL EMPLOYEES IN BARGAINING UNIT (RAND FORMULA)	156	51.83	21675	47.37
COMPULSORY FOR ALL UNION MEMBERS	29	9.63	8216	17.96
VOLUNTARY (EMPLOYEES AUTHORIZATION)	111	36.88	15620	34.14
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 0160 **RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGO**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	253	84.05	40692	88.93
CROSS PICKET LINES	37	12.29	2857	6.24
HOT CARGOES	2	.66	164	.36
COMBINATION	9	2.99	2044	4.47
T O T A L	301	100.00	45757	100.00

FIELD 0180 **NO-STRIKE OR NO LOCK-OUT CLAUSE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	117	38.87	29626	64.75
MENTIONED	184	61.13	16131	35.25
T O T A L	301	100.00	45757	100.00

SECTION 3
EMPLOYEE SECURTIY

A. SENIORITY

FIELD 1000 **SENIORITY UNIT**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	5	1.66	102	.22
DEPARTMENT (BRANCH)	5	1.66	131	.29
PLANT (COMPANY)	195	64.78	27260	59.58
DEPARTMENT AND CRAFT	36	11.96	7609	16.63
DEPARTMENT AND PLANT	35	11.63	7199	15.73
UNION HIRING HALL	2	.66	14	.03
CANNOT DETERMINE	11	3.65	661	1.44
OTHER	12	3.99	2781	6.08
T O T A L	301	100.00	45757	100.00

FIELD 1020 **SENIORITY ON PROMOTION**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	14	4.65	623	1.36
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	46	15.28	5707	12.47
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	209	69.44	27328	59.72
STRAIGHT SENIORITY	3	1.00	9951	21.75
CANNOT DETERMINE	22	7.31	498	1.09
OTHER	7	2.33	1650	3.61
T O T A L	301	100.00	45757	100.00

FIELD 1040 **SENIORITY ON LAYOFF**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	15	4.98	593	1.30
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	16	5.32	3784	8.27
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	182	60.47	23131	50.55
STRAIGHT SENIORITY	55	18.27	15907	34.76
CANNOT DETERMINE	30	9.97	2180	4.76
OTHER	3	1.00	162	.35
T O T A L	301	100.00	45757	100.00

FIELD 1060 **RETENTION OF SENIORITY DURING LAYOFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	62	20.60	3659	8.00
1 - 5 MONTHS	2	.66	44	.10
6 MONTHS	31	10.30	5209	11.38
7 - 11 MONTHS	13	4.32	428	.94
1 YEAR	92	30.56	14935	32.64
13 - 23 MONTHS	14	4.65	615	1.34
2 YEARS	26	8.64	13158	28.76
3 YEARS	1	.33	968	2.12
DEPENDS ON LENGTH OF SERVICE OR AMOUNT OF SENIORITY	24	7.97	2360	5.16
MENTIONED BUT NOT SPECIFIED	33	10.96	2529	5.53
OTHER	3	1.00	1852	4.05
T O T A L	301	100.00	45757	100.00

FIELD 1080 **RECALL PROCEDURE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	20	6.64	892	1.95
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	15	4.98	3994	8.73
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	183	60.80	22808	49.85
STRAIGHT SENIORITY	47	15.61	15318	33.48
CANNOT DETERMINE	27	8.97	2388	5.22
OTHER	9	2.99	357	.78
T O T A L	301	100.00	45757	100.00

FIELD 1100 **LOSS OF RECALL RIGHTS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	28	9.30	1853	4.05
FAILURE TO REPORT WHEN NOTIFIED	67	22.26	3860	8.44
LOSS OF SENIORITY AND RECALL RIGHTS AFTER A SPECIFIED PERIOD	11	3.65	3252	7.11
COMBINATION OF 1 AND 2	192	63.79	36473	79.71
CANNOT DETERMINE	3	1.00	319	.70
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 1120 **SPECIAL SENIORITY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	289	96.01	44057	96.28
MENTIONED	12	3.99	1700	3.72
T O T A L	301	100.00	45757	100.00

B. JOB PROTECTION AND RELATED PROVISIONS
FIELD 1500 **PROBATIONARY PERIOD**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	17	5.65	950	2.08
1 - 30 DAYS	20	6.64	802	1.75
31 - 59 DAYS	40	13.29	1506	3.29
60 DAYS	25	8.31	6123	13.38
61 - 89 DAYS	25	8.31	1545	3.38
90 DAYS	86	28.57	13628	29.78
91 - 179 DAYS	15	4.98	589	1.29
180 DAYS	29	9.63	3308	7.23
181 - 365 DAYS	18	5.98	2843	6.21
VARIES BY TYPE OF EMPLOYEE	24	7.97	14265	31.18
MENTIONED BUT NOT SPECIFIED	2	.66	198	.43
T O T A L	301	100.00	45757	100.00

FIELD 1510 **TRIAL PERIOD AFTER PROMOTION, TRANSFER, RECLASSIFICATION, ETC.**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	89	29.57	4116	9.00
1 - 29 DAYS	12	3.99	516	1.13
30 DAYS	42	13.95	1716	3.75
31 - 59 DAYS	12	3.99	1250	2.73
60 DAYS	35	11.63	12407	27.11
61 - 89 DAYS	3	1.00	282	.62
90 DAYS	53	17.61	7897	17.26
91 - 179 DAYS	5	1.66	247	.54
180 DAYS	22	7.31	4068	8.89
365 DAYS	3	1.00	267	.58
VARIES DEPENDING ON CIRCUMSTANCES	14	4.65	12653	27.65
MENTIONED BUT NOT SPECIFIED	11	3.65	338	.74
T O T A L	301	100.00	45757	100.00

FIELD 1520 NOTICE OF LAYOFF OR PAY IN LIEU OF NOTICE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	106	35.22	7619	16.65
WORKING DAYS: 1-5	17	5.65	611	1.34
6-19	16	5.32	1169	2.55
20	13	4.32	938	2.05
MORE THAN 20 DAYS	4	1.33	4814	10.52
VARIES BY LENGTH OF SERVICE OR ACCORDING TO LABOUR STANDARDS	101	33.55	15580	34.05
NOTICE MENTIONED BUT NOT PAY IN LIEU	38	12.62	12801	27.98
LENGTH NOT SPECIFIED	3	1.00	1336	2.92
OTHER	3	1.00	889	1.94
T O T A L	301	100.00	45757	100.00

FIELD 1540 NOTICE OF TERMINATION OR PAY IN LIEU OF NOTICE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	135	44.85	20954	45.79
WORKING DAYS: 5	10	3.32	391	.85
6-19	16	5.32	1982	4.33
20	22	7.31	1435	3.14
30	3	1.00	11397	24.91
VARIES BY LENGTH OF SERVICE OR ACCORDING TO LABOUR STANDARDS	75	24.92	4862	10.63
NOTICE MENTIONED BUT NOT PAY IN LIEU	34	11.30	3698	8.08
LENGTH NOT SPECIFIED	3	1.00	985	2.15
OTHER	3	1.00	53	.12
T O T A L	301	100.00	45757	100.00

FIELD 1560 EMPLOYMENT STATUS GIVEN FOR PREVIOUS EXPERIENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	231	76.74	19842	43.36
MENTIONED	70	23.26	25915	56.64
T O T A L	301	100.00	45757	100.00

FIELD 1580 **POSTING OF JOB VACANCIES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	42	13.95	1328	2.90
MENTIONED	259	86.05	44429	97.10
T O T A L	301	100.00	45757	100.00

FIELD 1600 **ALTERNATE EMPLOYMENT FOR OLDER OR HANDICAPPED EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	218	72.43	20576	44.97
OLDER WORKERS	0	.00	0	.00
HANDICAPPED WORKERS	60	19.93	17149	37.48
COMBINATION	23	7.64	8032	17.55
T O T A L	301	100.00	45757	100.00

FIELD 1620 **GUARANTEED EMPLOYMENT AND/OR EARNINGS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	279	92.69	41645	91.01
MENTIONED	22	7.31	4112	8.99
T O T A L	301	100.00	45757	100.00

FIELD 1640 **WORK SHARING ARRANGEMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	296	98.34	45520	99.48
CHANGE IN HOURS	4	1.33	62	.14
CHANGE IN TYPE OF WORK	0	.00	0	.00
COMBINATION OF 1 AND 2	1	.33	175	.38
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

SECTION 4
GRIEVANCE PROCEDURE

FIELD 2000 INITIAL PRESENTATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	1	.33	101	.22
BY WRITTEN NOTICE	149	49.50	28287	61.82
SHOP STEWARD AND/OR UNION REP WITH OR WITHOUT EMPLOYEE	108	35.88	14315	31.28
EMPLOYEE	6	1.99	455	.99
UNION REPRESENTATIVE	1	.33	14	.03
GRIEVANCE COMMITTEE	27	8.97	2049	4.48
MORE THAN ONE ALTERNATIVE PROCEDURE	7	2.33	403	.88
OTHER	2	.66	133	.29
T O T A L	301	100.00	45757	100.00

FIELD 2020 LENGTH OF TIME TO INITIATE GRIEVANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	3	1.00	164	.36
1-4 DAYS	9	2.99	181	.40
5 DAYS	33	10.96	1327	2.90
6-8 DAYS	43	14.29	4442	9.71
10 DAYS	31	10.30	1880	4.11
11-15 DAYS	35	11.63	11193	24.46
16-29 DAYS	6	1.99	1350	2.95
30 DAYS	25	8.31	14418	31.51
60-90 DAYS	5	1.66	1464	3.20
VARIES BY TYPE OF GRIEVANCE	47	15.61	6212	13.58
MENTIONED BUT NOT SPECIFIED	64	21.26	3126	6.83
T O T A L	301	100.00	45757	100.00

FIELD 2040 SPECIAL PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	204	67.77	20767	45.39
MENTIONED	97	32.23	24990	54.61
T O T A L	301	100.00	45757	100.00

FIELD 2060 **COMPENSATION FOR GRIEVANCE WORK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	82	27.24	5410	11.82
PAID (NO LOSS IN PAY OR BENEFITS)	205	68.11	38273	83.64
UNPAID	0	.00	0	.00
PARTLY PAID	0	.00	0	.00
CANNOT DETERMINE	12	3.99	1093	2.39
OTHER	2	.66	981	2.14
T O T A L	301	100.00	45757	100.00

FIELD 2080 **CONCILIATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	288	95.68	45195	98.77
MENTIONED	13	4.32	562	1.23
T O T A L	301	100.00	45757	100.00

FIELD 2100 **ARBITRATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	11	3.65	2160	4.72
ARBITRATION PROCEEDINGS PER LEGISLATION	44	14.62	5802	12.68
SINGLE ARBITRATOR	38	12.62	2450	5.35
ARBITRATION BOARD (TRIPARTITE)	184	61.13	29308	64.05
ARBITRATION COMMITTEE OF MORE THAN THREE PERSONS	0	.00	0	.00
CHOICE OF ALTERNATIVES	22	7.31	5987	13.08
MENTIONED BUT NOT SPECIFIED	2	.66	50	.11
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 2120 **SPECIFIC ARBITRATORS OR CHAIRMAN OF ARBITRATION BOARD**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	256	85.05	31592	69.04
MENTIONED	45	14.95	14165	30.96
T O T A L	301	100.00	45757	100.00

S E C T I O N 5
DAYS AND HOURS OF WORK
NON-OFFICE EMPLOYEES

FIELD 2500 **A. NORMAL DAILY HOURS**

	AGREEMENTS NO.	AGREEMENTS %
NOT MENTIONED	3	1.00
LESS THAN 7 HOURS	2	.66
7 HOURS	7	2.33
MORE THAN 7, LESS THAN 7:30 HOURS	15	4.98
7:30 HOURS	25	8.31
MORE THAN 7:30, LESS THAN 8 HOURS	10	3.32
8 HOURS	152	50.50
MORE THAN 8 HOURS	9	2.99
ONLY OFFICE EMPLOYEES IN BARGAINING UNIT	22	7.31
DAILY HOURS VARY THROUGHOUT WEEK	31	10.30
VARIES ACCORDING TO OCCUPATION	14	4.65
MENTIONED BUT NOT SPECIFIED	9	2.99
OTHER	2	.66
T O T A L	301	100.00

FIELD 2520 **B. NORMAL WEEKLY DAYS**

	AGREEMENTS NO.	AGREEMENTS %
NOT MENTIONED	3	1.00
4 DAYS	5	1.66
5 DAYS	247	82.06
ONLY OFFICE EMPLOYEES IN BARGAINING UNIT	23	7.64
VARIES ACCORDING TO OCCUPATION	10	3.32
MENTIONED BUT NOT SPECIFIED	10	3.32
OTHER	3	1.00
T O T A L	301	100.00

FIELD 2540 **C. NORMAL WEEKLY HOURS**

	AGREEMENTS NO.	%
NOT MENTIONED	3	1.00
LESS THAN 35 HOURS	2	.66
35 HOURS	6	1.99
36 HOURS	3	1.00
36:01 - 36:30 HOURS	9	2.99
37 - 37:20 HOURS	17	5.65
37:30 HOURS	27	8.97
38 - 39:40 HOURS	28	9.30
40 HOURS	169	56.15
42 HOURS	4	1.33
ONLY OFFICE EMPLOYEES IN BARGAINING UNIT	22	7.31
OTHER	11	3.65
T O T A L	301	100.00

OFFICE EMPLOYEES

FIELD 2560 **A. NORMAL DAILY HOURS**

	AGREEMENTS NO.	%
NOT MENTIONED	1	.33
LESS THAN 7 HOURS	6	1.99
7 HOURS	19	6.31
MORE THAN 7, LESS THAN 7:30 HOURS	26	8.64
7:30 HOURS	45	14.95
7:45 HOURS	4	1.33
8 HOURS	37	12.29
MORE THAN 8 HOURS	1	.33
ONLY NON-OFFICE EMPLOYEES IN BARGAINING UNIT	135	44.85
DAILY HOURS VARY THROUGHOUT WEEK	18	5.98
VARIES BY OCCUPATION	4	1.33
MENTIONED BUT NOT SPECIFIED	5	1.66
T O T A L	301	100.00

FIELD 2580 **B. NORMAL WEEKLY DAYS**

	AGREEMENTS NO.	%
NOT MENTIONED	1	.33
4 DAYS	1	.33
5 DAYS	157	52.16
ONLY NON-OFFICE EMPLOYEES IN BARGAINING UNIT	135	44.85
MENTIONED BUT NOT SPECIFIED	7	2.33
T O T A L	301	100.00

FIELD 2600 **C. NORMAL WEEKLY HOURS**

	AGREEMENTS NO.	%
NOT MENTIONED	1	.33
LESS THAN 35 HOURS	6	1.99
35 HOURS	18	5.98
36 HOURS	17	5.65
MORE THAN 36, LESS THAN 37:30 HOURS	18	5.98
37:30 HOURS	44	14.62
38-39 HOURS	15	4.98
40 HOURS	38	12.62
ONLY NON-OFFICE EMPLOYEES IN BARGAINING UNIT	135	44.85
VARIES BY OCCUPATION	4	1.33
MENTIONED BUT NOT SPECIFIED	5	1.66
T O T A L	301	100.00

FIELD 2620 **DAYS OFF PER WEEK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	12	3.99	1184	2.59
2 DAYS (CONSECUTIVE)	126	41.86	8768	19.16
2 DAYS (NOT CONSECUTIVE)	5	1.66	480	1.05
2 DAYS (CANNOT DETERMINE IF CONSECUTIVE)	76	25.25	5005	10.94
3 DAYS (CONSECUTIVE)	2	.66	73	.16
3 DAYS (NOT CONSECUTIVE)	0	.00	0	.00
3 DAYS (CANNOT DETERMINE IF CONSECUTIVE)	0	.00	0	.00
NO STANDARD DAYS OFF PER WEEK WITH AVERAGING PROVISION OVER A SPECIFIC NUMBER OF WEEKS	8	2.66	3922	8.57
BANKING PRIVILEGES	31	10.30	22370	48.89
VARIES BY TYPE OF EMPLOYEE	28	9.30	2354	5.14
COMBINATION OF ARRANGEMENTS	6	1.99	1429	3.12
CANNOT DETERMINE	7	2.33	172	.38
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

COMPRESSED WORK WEEK (INCLUDING BANKING)

FIELD 2640 **A. PARTICIPATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	216	71.76	10598	23.16
APPLIES TO ALL EMPLOYEES	37	12.29	7904	17.27
APPLIES TO SOME EMPLOYEES	40	13.29	12305	26.89
CANNOT DETERMINE	8	2.66	14950	32.67
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 2650 **B. TYPE(S) OF COMPRESSED WORK WEEK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	215	71.43	10580	23.12
BANKING SCHEDULES: 5-4	15	4.98	2575	5.63
5-5-4	11	3.65	2061	4.50
5-5-5-4	1	.33	101	.22
COMBINATION	7	2.33	13203	28.85
OTHER BANKING SCHEDULE	26	8.64	12355	27.00
4-DAY WEEK	19	6.31	1026	2.24
BANKING AND 4-DAY WEEK	2	.66	45	.10
CANNOT DETERMINE	4	1.33	486	1.06
OTHER	1	.33	3325	7.27
T O T A L	301	100.00	45757	100.00

FIELD 2660 **PROVISION FOR A FLEXTIME SCHEDULE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	284	94.35	31946	69.82
APPLIES TO SPECIFIC GROUP(S) OF EMPLOYEES	9	2.99	1235	2.70
APPLIES TO ALL EMPLOYEES	7	2.33	11250	24.59
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	1	.33	1326	2.90
T O T A L	301	100.00	45757	100.00

FIELD 2680 **DAILY PAID REST PERIODS (COFFEE BREAKS)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	79	26.25	8419	18.40
10 MIN. TWICE A DAY	33	10.96	1480	3.23
12 MIN. TWICE A DAY	4	1.33	452	.99
15 MIN. TWICE A DAY	169	56.15	33936	74.17
20 MIN. TWICE A DAY	4	1.33	194	.42
MENTIONED BUT NOT SPECIFIED	7	2.33	670	1.46
OTHER	5	1.66	606	1.32
T O T A L	301	100.00	45757	100.00

FIELD 2700 **REST PERIOD(S) BEFORE OR DURING OVERTIME**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	225	74.75	38219	83.53
MENTIONED	76	25.25	7538	16.47
T O T A L	301	100.00	45757	100.00

S E C T I O N 6
OVERTIME PAY

FIELD 3000 **RATE AFTER NORMAL DAILY HOURS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	11	3.65	1178	2.57
SINGLE RATES:				
TIME AND ONE-HALF	65	21.59	1994	4.36
TIME AND THREE-QUARTERS	1	.33	13	.03
DOUBLE TIME	38	12.62	10479	22.90
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
LESS THAN 3 HOURS	47	15.61	3217	7.03
3 HOURS	57	18.94	5682	12.42
4 HOURS	70	23.26	12297	26.87
MORE THAN 4 HOURS	2	.66	841	1.84
VARIES BY TYPE OF EMPLOYEE	8	2.66	10013	21.88
OTHER	2	.66	43	.09
T O T A L	301	100.00	45757	100.00

FIELD 3020 RATE AFTER NORMAL WEEKLY HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	13	4.32	1978	4.32
SINGLE RATES:				
TIME AND ONE-HALF	226	75.08	26509	57.93
DOUBLE TIME	41	13.62	11652	25.46
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
LESS THAN 3 HOURS	4	1.33	251	.55
3 HOURS	2	.66	3399	7.43
4 HOURS	5	1.66	1027	2.24
MORE THAN 4 HOURS	4	1.33	184	.40
OTHER	6	1.99	757	1.65
T O T A L	301	100.00	45757	100.00

FIELD 3040 RATE ON SATURDAY OR FIRST DAY OF REST

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	123	40.86	8292	18.12
SINGLE RATES:				
TIME AND ONE-HALF	47	15.61	2465	5.39
DOUBLE TIME	74	24.58	23152	50.60
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
LESS THAN 3 HOURS	11	3.65	562	1.23
3 HOURS	5	1.66	104	.23
4 HOURS	16	5.32	460	1.01
MORE THAN 4 HOURS	7	2.33	279	.61
VARIES BY TYPE OF EMPLOYEE	8	2.66	10013	21.88
OTHER	10	3.32	430	.94
T O T A L	301	100.00	45757	100.00

FIELD 3060 **RATE ON SUNDAY OR SECOND DAY OF REST**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	76	25.25	6270	13.70
SINGLE RATES:				
TIME AND ONE-HALF	29	9.63	1153	2.52
DOUBLE TIME	167	55.48	27485	60.07
DOUBLE TIME AND ONE-HALF	1	.33	6	.01
TRIPLE TIME	1	.33	175	.38
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
LESS THAN 3 HOURS	7	2.33	261	.57
3 HOURS	1	.33	18	.04
4 HOURS	6	1.99	149	.33
MORE THAN 4 HOURS	1	.33	22	.05
VARIES BY TYPE OF EMPLOYEE	8	2.66	10013	21.88
OTHER	4	1.33	205	.45
T O T A L	301	100.00	45757	100.00

FIELD 3070 **NO LAYOFF OR REDUCTION OF HOURS TO COMPENSATE FOR OVERTIME**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	221	73.42	41535	90.77
MENTIONED	80	26.58	4222	9.23
T O T A L	301	100.00	45757	100.00

FIELD 3080 **CHOICE OF TIME OFF OR PAY AT APPLICABLE OVERTIME RATES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	215	71.43	14382	31.43
MENTIONED	86	28.57	31375	68.57
T O T A L	301	100.00	45757	100.00

FIELD 3100 **RIGHT TO REFUSE OVERTIME**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	147	48.84	20432	44.65
VOLUNTARY	90	29.90	12446	27.20
VOLUNTARY EXCEPT IN CASES OF EMERGENCY	44	14.62	11112	24.28
EMPLOYEE MAY NOT UNREASONABLY REFUSE	16	5.32	1661	3.63
OTHER	4	1.33	106	.23
T O T A L	301	100.00	45757	100.00

FIELD 3120 **DISTRIBUTION OF OVERTIME**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	214	71.10	39128	85.51
EQUALLY DISTRIBUTED AMONG EMPLOYEES				
ON PLANTWIDE BASIS	9	2.99	106	.23
WITHIN DEPARTMENT	9	2.99	1580	3.45
WITHIN OCCUPATION/WAGE CLASS	31	10.30	2159	4.72
BASED ON SENIORITY	30	9.97	1026	2.24
COMBINATION	3	1.00	1239	2.71
MENTIONED BUT NOT SPECIFIED	4	1.33	219	.48
OTHER	1	.33	300	.66
T O T A L	301	100.00	45757	100.00

FIELD 3140 **MEAL OR MEAL ALLOWANCE ON OVERTIME, CALLBACK, ETC.**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	211	70.10	36293	79.32
LESS THAN $4	13	4.32	568	1.24
$4	17	5.65	544	1.19
MORE THAN $4, LESS THAN $6	13	4.32	524	1.15
$6 TO $7.99	10	3.32	630	1.38
$8 TO $9.50	3	1.00	1487	3.25
MEAL PROVIDED, AMOUNT NOT SPECIFIED	33	10.96	5690	12.44
OTHER	1	.33	21	.05
T O T A L	301	100.00	45757	100.00

SECTION 7
PREMIUM PAY

FIELD 3500 SECOND SHIFT DIFFERENTIAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	121	40.20	4609	10.07
CENTS PER HOUR: LESS THAN 20	4	1.33	154	.34
20-29	12	3.99	487	1.06
30-39	27	8.97	2691	5.88
40	44	14.62	7535	16.47
41-49	10	3.32	10404	22.74
50	20	6.64	9405	20.55
51-59	5	1.66	1677	3.67
60	27	8.97	1354	2.96
61-1.10	3	1.00	3640	7.96
FLAT AMOUNT PER SHIFT	13	4.32	1663	3.63
PERCENT OF REGULAR PAY	5	1.66	1320	2.88
OTHER	10	3.32	818	1.79
T O T A L	301	100.00	45757	100.00

FIELD 3520 THIRD SHIFT DIFFERENTIAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	121	40.20	4617	10.09
CENTS PER HOUR: LESS THAN 20	2	.66	77	.17
20-29	8	2.66	447	.98
30-39	18	5.98	1694	3.70
40	32	10.63	6925	15.13
41-49	12	3.99	10271	22.45
50	22	7.31	9856	21.54
51-59	15	4.98	2289	5.00
60	28	9.30	1558	3.40
61-1.10	8	2.66	3798	8.30
FLAT AMOUNT PER SHIFT	14	4.65	1693	3.70
PERCENT OF REGULAR PAY	8	2.66	1406	3.07
OTHER	13	4.32	1126	2.46
T O T A L	301	100.00	45757	100.00

FIELD 3540 **SPLIT SHIFTS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	251	83.39	35806	78.25
NOT ALLOWED	35	11.63	7291	15.93
ALLOWED, DIFFERENTIAL NOT MENTIONED	6	1.99	391	.85
ALLOWED, DIFFERENTIAL MENTIONED	9	2.99	2269	4.96
T O T A L	301	100.00	45757	100.00

FIELD 3580 **HIGHER SERVICE PAY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	75	24.92	3447	7.53
MENTIONED	226	75.08	42310	92.47
T O T A L	301	100.00	45757	100.00

FIELD 3600 **PREMIUM PAY FOR WORKING ON PAID HOLIDAYS (IN ADDITION TO LEGISLATED HOLIDAY PAY)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	34	11.30	2329	5.09
SINGLE RATES:				
TIME AND ONE-HALF	131	43.52	24387	53.30
TIME AND THREE-QUARTERS	3	1.00	112	.24
DOUBLE TIME	92	30.56	17410	38.05
DOUBLE TIME AND ONE-HALF	2	.66	60	.13
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
LESS THAN 3 HOURS	1	.33	6	.01
3 HOURS	11	3.65	406	.89
4 HOURS	2	.66	30	.07
MORE THAN 4 HOURS	5	1.66	188	.41
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY HIGHER RATE	1	.33	17	.04
VARIES BY TYPE OF EMPLOYEE	1	.33	32	.07
CANNOT DETERMINE	15	4.98	741	1.62
OTHER	3	1.00	39	.09
T O T A L	301	100.00	45757	100.00

FIELD 3620 SERVICE REQUIREMENT FOR HOLIDAY PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	295	98.01	45431	99.29
MENTIONED	6	1.99	326	.71
T O T A L	301	100.00	45757	100.00

FIELD 3640 WORK REQUIREMENT FOR HOLIDAY PAY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	259	86.05	43377	94.80
WORK ON SCHEDULED DAY:				
BEFORE HOLIDAY	0	.00	0	.00
AFTER HOLIDAY	0	.00	0	.00
BOTH BEFORE & AFTER HOLIDAY	29	9.63	744	1.63
EITHER BEFORE OR AFTER HOLIDAY	2	.66	76	.17
WORK A SPECIFIED AMOUNT OF TIME PRIOR TO HOLIDAY	4	1.33	288	.63
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	7	2.33	1272	2.78
T O T A L	301	100.00	45757	100.00

MISCELLANEOUS PREMIUMS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
3701 RESPONSIBILITY PREMIUM (LEAD/CHARGE HAND, ACTING FOREMAN, SUPERVISOR, ETC.)	110	36.54	24322	53.15
3702 STAND-BY, ON-CALL PREMIUM	40	13.29	29692	64.89
3703 HAZARDOUS WORK PREMIUM	29	9.63	18635	40.73
3704 DIRTY WORK PREMIUM	10	3.32	3551	7.76
3705 WEEKEND PREMIUM FOR SCHEDULED WORK	42	13.95	15702	34.32
3706 PREMIUM FOR SHIFT CHANGE WITHOUT SUFFICIENT NOTICE	38	12.62	17573	38.41
3799 OTHER PREMIUMS	79	26.25	33741	73.74

SECTION 8
STATUTORY/PAID HOLIDAYS

FIELD 4000 **NUMBER OF PAID HOLIDAYS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	2	.66	41	.09
9 DAYS	8	2.66	154	.34
10 DAYS	132	43.85	5655	12.36
10 1/2 DAYS	3	1.00	107	.23
11 DAYS	119	39.53	38147	83.37
11 1/2 DAYS	2	.66	220	.48
12 DAYS	14	4.65	649	1.42
13 - 14.99 DAYS	11	3.65	209	.46
15 - 20 DAYS	9	2.99	547	1.20
MENTIONED BUT NOT SPECIFIED	1	.33	28	.06
T O T A L	301	100.00	45757	100.00

FIELD 4020 **NON-LEGISLATED HOLIDAYS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	0	.00	0	.00
BOXING DAY	285	94.68	45477	99.39
NEW YEAR'S EVE DAY	18	5.98	729	1.59
CHRISTMAS EVE DAY	23	7.64	1350	2.95
EASTER MONDAY	76	25.25	19976	43.66
FIRST MONDAY OF FAIR WEEK	2	.66	84	.18
COMPANY DECLARED HOLIDAY	4	1.33	20	.04
EMPLOYEE'S BIRTHDAY	3	1.00	194	.42
MID-WINTER HOLIDAY (FEBRUARY)	5	1.66	121	.26
FLOATING HOLIDAY	55	18.27	17316	37.84
EASTER SUNDAY	1	.33	6	.01
TRAVELLERS' DAY PARADE	0	.00	0	.00
DAY AFTER NEW YEAR'S DAY	3	1.00	174	.38
MAY 1ST, MAY DAY	2	.66	221	.48
HERITAGE DAY	16	5.32	1044	2.28
OTHER	44	14.62	1725	3.77

SECTION 9
PAID VACATION

FIELD 4500 **LENGTH OF SERVICE REQUIRED FOR THREE WEEKS VACATION**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	0	.00	0	.00
1 YEAR	272	90.37	43967	96.09
2 - 5 YEARS	1	.33	10	.02
SPECIFICALLY STATES 'ACCORDING TO LABOUR STANDARDS'	24	7.97	746	1.63
OTHER	4	1.33	1034	2.26
T O T A L	301	100.00	45757	100.00

FIELD 4520 **LENGTH OF SERVICE REQUIRED FOR FOUR WEEKS VACATION**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	2	.66	16	.03
1 - 4 YEARS	10	3.32	3540	7.74
5 - 7 YEARS	40	13.29	11586	25.32
8 YEARS	63	20.93	4779	10.44
9 YEARS	35	11.63	3184	6.96
10 YEARS	119	39.53	20804	45.47
11 - 15 YEARS	1	.33	10	.02
SPECIFICALLY STATES 'ACCORDING TO LABOUR STANDARDS'	25	8.31	761	1.66
OTHER	6	1.99	1077	2.35
T O T A L	301	100.00	45757	100.00

FIELD 4540 **LENGTH OF SERVICE REQUIRED FOR FIVE WEEKS VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	65	21.59	1589	3.47
LESS THAN 13 YEARS	12	3.99	424	.93
13 YEARS	35	11.63	1644	3.59
14 YEARS	4	1.33	197	.43
15 YEARS	19	6.31	1184	2.59
16 YEARS	5	1.66	1027	2.24
17 YEARS	33	10.96	10762	23.52
18 YEARS	23	7.64	2339	5.11
19 YEARS	8	2.66	2396	5.24
20 YEARS	63	20.93	21933	47.93
21 - 24 YEARS	12	3.99	718	1.57
25 YEARS	18	5.98	469	1.02
26 YEARS	1	.33	66	.14
OTHER	3	1.00	1009	2.21
T O T A L	301	100.00	45757	100.00

FIELD 4560 **LENGTH OF SERVICE REQUIRED FOR SIX WEEKS VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	164	54.49	5373	11.74
18 YEARS	35	11.63	1809	3.95
19 YEARS	1	.33	8	.02
20 YEARS	11	3.65	356	.78
21-24 YEARS	9	2.99	1389	3.04
25 YEARS	30	9.97	6505	14.22
29 YEARS	5	1.66	555	1.21
30 YEARS	43	14.29	28763	62.86
32 YEARS	1	.33	22	.05
OTHER	2	.66	977	2.14
T O T A L	301	100.00	45757	100.00

FIELD 4580 **LENGTH OF SERVICE REQUIRED FOR SEVEN WEEKS VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	262	87.04	43916	95.98
23 YEARS	33	10.96	1611	3.52
24-30 YEARS	5	1.66	221	.48
OTHER	1	.33	9	.02
T O T A L	301	100.00	45757	100.00

FIELD 4600 **EIGHT WEEKS VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	300	99.67	45748	99.98
MENTIONED	1	.33	9	.02
T O T A L	301	100.00	45757	100.00

FIELD 4680 **HOLIDAY FALLING WITHIN VACATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	69	22.92	3924	8.58
ANOTHER PAID DAY OFF	167	55.48	27922	61.02
AN EXTRA DAYS PAY	5	1.66	212	.46
CHOICE OF ANOTHER DAY OFF OR AN EXTRA DAYS PAY	59	19.60	13439	29.37
OTHER	1	.33	260	.57
T O T A L	301	100.00	45757	100.00

FIELD 4700 HOLIDAY FALLING ON A DAY OFF

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	85	28.24	3507	7.66
DAY OFF IMMEDIATELY PRECEEDING OR FOLLOWING THE HOLIDAY	97	32.23	16331	35.69
AN EXTRA DAY'S PAY	8	2.66	509	1.11
ANOTHER DAY OFF	69	22.92	10378	22.68
CHOICE OF ANOTHER DAY OFF OR AN EXTRA DAY'S PAY	33	10.96	13835	30.24
OTHER	9	2.99	1197	2.62
T O T A L	301	100.00	45757	100.00

FIELD 4720 ELECTION OF PAID VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	37	12.29	1827	3.99
ELECTION OF VACATION TIME BASED ON SENIORITY	101	33.55	6022	13.16
VACATION DURING GENERAL PLANT SHUTDOWN	28	9.30	2226	4.86
VACATION TAKEN AT COMPANY DISCRETION	5	1.66	191	.42
MUTUALLY NEGOTIATED	71	23.59	8206	17.93
ROTATION SCHEME	27	8.97	20216	44.18
VARIES BY TYPE OF EMPLOYEE	2	.66	52	.11
COMBINATION OF ARRANGEMENTS	23	7.64	5984	13.08
CANNOT DETERMINE	6	1.99	1018	2.22
OTHER	1	.33	15	.03
T O T A L	301	100.00	45757	100.00

FIELD 4740 PARTIAL ELECTION OF VACATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	243	80.73	40668	88.88
MENTIONED	58	19.27	5089	11.12
T O T A L	301	100.00	45757	100.00

FIELD 4760 SUPPLEMENTARY VACATION/VACATION BONUS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	252	83.72	27529	60.16
SUPPLEMENTARY VACATION (DAYS)	37	12.29	7549	16.50
VACATION BONUS (MONEY)	6	1.99	139	.30
BOTH	6	1.99	10540	23.03
T O T A L	301	100.00	45757	100.00

FIELD 4770 DISPLACED OR DEFERRED VACATION BY APPROVED LEAVE OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	203	67.44	22240	48.60
MENTIONED	98	32.56	23517	51.40
T O T A L	301	100.00	45757	100.00

FIELD 4780 VACATION CARRY-OVER

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	176	58.47	7656	16.73
LIMITED	79	26.25	34991	76.47
UNLIMITED	4	1.33	442	.97
NOT ALLOWED	39	12.96	1671	3.65
OTHER	3	1.00	997	2.18
T O T A L	301	100.00	45757	100.00

SECTION 10
PAY GUARANTEES

FIELD 5000 REPORTING PAY GUARANTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	176	58.47	24990	54.61
2 HOURS	5	1.66	387	.85
3 HOURS	35	11.63	9604	20.99
4 HOURS	58	19.27	6179	13.50
7 TO 7 1/2 HOURS	2	.66	23	.05
8 HOURS	8	2.66	3661	8.00
DEPENDS ON WHETHER EMPLOYEE WORKS	11	3.65	814	1.78
OTHER	6	1.99	99	.22
T O T A L	301	100.00	45757	100.00

FIELD 5020 CALL-BACK PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	100	33.22	4623	10.10
GREATER OF 3 HOURS OR HOURS WORKED AT OVERTIME RATES	17	5.65	633	1.38
GREATER OF 4 HOURS OR HOURS WORKED AT OVERTIME RATES	28	9.30	3387	7.40
TWO HOURS	2	.66	89	.19
THREE HOURS	5	1.66	147	.32
FOUR HOURS	4	1.33	137	.30
TWO HOURS AT OVERTIME RATES	61	20.27	26549	58.02
THREE HOURS AT OVERTIME RATES	45	14.95	2642	5.77
FOUR HOURS AT OVERTIME RATES	22	7.31	1338	2.92
OTHER	17	5.65	6212	13.58
T O T A L	301	100.00	45757	100.00

FIELD 5040 MAINTENANCE OF HEALTH AND WELFARE CONTRIBUTIONS ON LIMITED LAYOFF OR LEAVE OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	231	76.74	38438	84.00
EMPLOYEE TOTALLY RESPONSIBLE FOR CONTRIBUTIONS	42	13.95	3668	8.02
EMPLOYEE PARTIALLY RESPONSIBLE (MAKE UP SHARE DURING OR AFTER ABSENCE)	2	.66	20	.04
EMPLOYER TOTALLY RESPONSIBLE	2	.66	46	.10
VARIES BY LENGTH OF LEAVE	7	2.33	588	1.29
VARIES ACCORDING TO BENEFIT	6	1.99	1377	3.01
MENTIONED BUT NOT SPECIFIED	8	2.66	771	1.68
OTHER	3	1.00	849	1.86
T O T A L	301	100.00	45757	100.00

FIELD 5060 MAINTENANCE OF OTHER BENEFITS ON LIMITED LAY-OFF OR LEAVE OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	56	18.60	4203	9.19
SENIORITY	138	45.85	8206	17.93
VACATIONS	2	.66	122	.27
SICK LEAVE	3	1.00	318	.69
COMBINATION OF BENEFITS	101	33.55	31582	69.02
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	1	.33	1326	2.90
T O T A L	301	100.00	45757	100.00

FIELD 5080 ACCRUAL OF OTHER BENEFITS ON LIMITED LAY-OFF OR LEAVE OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	213	70.76	23358	51.05
SENIORITY	58	19.27	4653	10.17
VACATIONS	0	.00	0	.00
SICK LEAVE	4	1.33	747	1.63
COMBINATION OF BENEFITS	24	7.97	15613	34.12
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 5100 **PRORATION OF BENEFITS FOR PART-TIME EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	131	43.52	6889	15.06
ALL WORKING CONDITIONS AND BENEFITS	59	19.60	13969	30.53
SOME WORKING CONDITIONS AND BENEFITS	105	34.88	24806	54.21
PART-TIME EXCLUDED FROM SCOPE	2	.66	51	.11
MENTIONED BUT NOT SPECIFIED	3	1.00	34	.07
OTHER	1	.33	8	.02
T O T A L	301	100.00	45757	100.00

FIELD 5120 **PROVISION FOR SEVERANCE PAY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	130	43.19	4266	9.32
ON RETIREMENT	17	5.65	4567	9.98
ON PERMANENT LAYOFF	7	2.33	1174	2.57
ON TERMINATION OF EMPLOYMENT	20	6.64	1752	3.83
ON TERMINATION OR LAYOFF DUE TO TECHNOLOGICAL CHANGE	70	23.26	14334	31.33
COMBINATION OF THE ABOVE	54	17.94	19571	42.77
MENTIONED BUT NOT SPECIFIED	2	.66	79	.17
OTHER	1	.33	14	.03
T O T A L	301	100.00	45757	100.00

FIELD 5140 **MINIMUM LENGTH OF SERVICE TO QUALIFY FOR SEVERANCE PAY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	131	43.52	4271	9.33
LESS THAN 1 YEAR	4	1.33	169	.37
1 YEAR	36	11.96	3309	7.23
2 YEARS	11	3.65	313	.68
3 YEARS	4	1.33	84	.18
5 YEARS	19	6.31	1102	2.41
10 YEARS	25	8.31	4551	9.95
14-15 YEARS	2	.66	170	.37
VARIES BY REASON FOR SEVERANCE	12	3.99	12447	27.20
MENTIONED BUT NOT SPECIFIED	54	17.94	19124	41.79
OTHER	3	1.00	217	.47
T O T A L	301	100.00	45757	100.00

FIELD 5160 **ACCUMULATION OF SEVERANCE PAY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	130	43.19	4266	9.32
ONE WEEK'S PAY PER YEAR OF SERVICE	73	24.25	13008	28.43
TWO WEEK'S PAY PER YEAR OF SERVICE	4	1.33	2067	4.52
VARIES ACCORDING TO LENGTH OF SERVICE	17	5.65	3358	7.34
PERCENT OF UNUSED SICK LEAVE	33	10.96	4917	10.75
PERCENT OF EARNINGS IN GIVEN PERIOD	6	1.99	515	1.13
FLAT AMOUNT	7	2.33	431	.94
COMBINATION	17	5.65	15110	33.02
CANNOT DETERMINE	2	.66	79	.17
OTHER	12	3.99	2006	4.38
T O T A L	301	100.00	45757	100.00

FIELD 5180 **MAXIMUM AMOUNT OF SEVERANCE PAY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	131	43.52	4414	9.65
6 DAYS TO 14 WEEKS	9	2.99	239	.52
15 WEEKS	8	2.66	733	1.60
16 TO 25 WEEKS	4	1.33	86	.19
26 WEEKS	20	6.64	826	1.81
30 TO 52 WEEKS	4	1.33	222	.49
VARIES OR GRADUATED ACCORDING TO LENGTH OF SERVICE	17	5.65	4338	9.48
PERCENT OF UNUSED SICK LEAVE	33	10.96	4917	10.75
PERCENT OF EARNINGS IN GIVEN PERIOD	6	1.99	515	1.13
FLAT AMOUNT	7	2.33	431	.94
COMBINATION	15	4.98	13176	28.80
MENTIONED BUT NOT SPECIFIED	42	13.95	15725	34.37
OTHER	5	1.66	135	.30
T O T A L	301	100.00	45757	100.00

S E C T I O N 11
COST OF LIVING ADJUSTMENT PROVISION

FIELD 5500 **TYPE OF FORMULA**

	AGREEMENTS NO.	%	EMPLOYEES NO	%
NOT MENTIONED	233	77.41	13135	28.71
FACTOR (POINT) CHANGE IN C.P.I. TO A CENTS PER HOUR OR MONTHLY INCREASE IN PAY	19	6.31	1405	3.07
PERCENTAGE CHANGE IN C.P.I. TO A PERCENTAGE ADJUSTMENT IN PAY	45	14.95	30325	66.27
BONUS OR FLAT RATE ADJUSTMENT	1	.33	5	.01
MENTIONED BUT NOT SPECIFIED	3	1.00	887	1.94
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 5520 **TRIGGERED FORMULA**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	240	79.73	13321	29.11
MENTIONED	61	20.27	32436	70.89
T O T A L	301	100.00	45757	100.00

FIELD 5540 **CAP OR MAXIMUM ALLOWANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	295	98.01	45426	99.28
MENTIONED	6	1.99	331	.72
T O T A L	301	100.00	45757	100.00

FIELD 5560 **GUARANTEED OR MINIMUM ALLOWANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	301	100.00	45757	100.00
MENTIONED	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 5580 **CONSUMER PRICE INDEX**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	234	77.74	13140	28.72
ALL CANADA	17	5.65	1337	2.92
REGIONAL	47	15.61	31186	68.16
MENTIONED BUT NOT SPECIFIED	3	1.00	94	.21
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 5600 **FREQUENCY OF REVIEW**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	233	77.41	13135	28.71
MONTHLY	38	12.62	27216	59.48
QUARTERLY	8	2.66	315	.69
SEMI-ANNUALLY	0	.00	0	.00
ANNUALLY	4	1.33	2923	6.39
SINGLE REVIEW	13	4.32	1780	3.89
IRREGULAR INTERVALS	3	1.00	288	.63
CANNOT DETERMINE	0	.00	0	.00
OTHER	2	.66	100	.22
T O T A L	301	100.00	45757	100.00

FIELD 5610 **TIMING OF ADJUSTMENTS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	244	81.06	15924	34.80
MONTHLY	3	1.00	377	.82
QUARTERLY	4	1.33	50	.11
SEMI-ANNUALLY	0	.00	0	.00
ANNUALLY	18	5.98	9214	20.14
IN LINE WITH CONTRACT WAGE ADJUSTMENTS	6	1.99	515	1.13
SINGLE ADJUSTMENT	21	6.98	18197	39.77
IRREGULAR INTERVALS	0	.00	0	.00
CANNOT DETERMINE	1	.33	72	.16
OTHER	4	1.33	1408	3.08
T O T A L	301	100.00	45757	100.00

FIELD 5620 **PROVISION IN COLA FORMULA FOR DECLINE IN C.P.I.**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	288	95.68	45028	98.41
MENTIONED	13	4.32	729	1.59
T O T A L	301	100.00	45757	100.00

FIELD 5640 **TYPE OF ADJUSTMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	233	77.41	13135	28.71
FLOAT OR ADD-ON	11	3.65	1180	2.58
TOTAL FOLD-IN	54	17.94	31145	68.07
PARTIAL FOLD-IN	2	.66	282	.62
CANNOT DETERMINE	1	.33	15	.03
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

S E C T I O N 12
TECHNOLOGICAL CHANGE

FIELD 6000 **NOTICE TO UNION OF PENDING TECHNOLOGICAL CHANGE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	144	47.84	18921	41.35
30 DAYS	1	.33	1159	2.53
60 DAYS	4	1.33	50	.11
90 DAYS	63	20.93	14554	31.81
180-365 DAYS	5	1.66	736	1.61
MENTIONED BUT NOT SPECIFIED	84	27.91	10337	22.59
T O T A L	301	100.00	45757	100.00

FIELD 6020 **ADVANCE NOTICE OF LAY-OFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	176	58.47	24672	53.92
5-9 DAYS	5	1.66	88	.19
10-29 DAYS	2	.66	22	.05
30 DAYS	6	1.99	3287	7.18
60 DAYS	3	1.00	1115	2.44
90 DAYS	5	1.66	157	.34
VARIES BY LENGTH OF SERVICE OR ACCORDING TO LABOUR STANDARDS	13	4.32	607	1.33
MENTIONED BUT NOT SPECIFIED	86	28.57	15400	33.66
OTHER	5	1.66	409	.89
T O T A L	301	100.00	45757	100.00

FIELD 6040 **TRAINING OR RETRAINING**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	240	79.73	26639	58.22
MENTIONED	61	20.27	19118	41.78
T O T A L	301	100.00	45757	100.00

FIELD 6060 **EMPLOYMENT SECURITY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	211	70.10	27550	60.21
MENTIONED	90	29.90	18207	39.79
T O T A L	301	100.00	45757	100.00

FIELD 6080 **LABOUR-MANAGEMENT CONSULTATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	249	82.72	29028	63.44
MENTIONED	52	17.28	16729	36.56
T O T A L	301	100.00	45757	100.00

FIELD 6100 **RELOCATION ALLOWANCE OR ASSISTANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	294	97.67	44696	97.68
MENTIONED	7	2.33	1061	2.32
T O T A L	301	100.00	45757	100.00

FIELD 6120 **RE-OPENER CLAUSE AS A RESULT OF PENDING TECHNOLOGICAL CHANGE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	296	98.34	45551	99.55
MENTIONED	5	1.66	206	.45
T O T A L	301	100.00	45757	100.00

S E C T I O N 13
HEALTH AND WELFARE

FIELD 6500 **MINIMUM LENGTH OF SERVICE FOR ENTITLEMENT TO SICK LEAVE BENEFITS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	39	12.96	1876	4.10
NO MINIMUM	5	1.66	643	1.41
30 DAYS	17	5.65	5329	11.65
45-89 DAYS	6	1.99	187	.41
90 DAYS	58	19.27	16740	36.58
180 DAYS	8	2.66	223	.49
365 DAYS	14	4.65	717	1.57
MENTIONED BUT NOT SPECIFIED	151	50.17	19501	42.62
OTHER	3	1.00	541	1.18
T O T A L	301	100.00	45757	100.00

FIELD 6520 TYPE OF SICK LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	29	9.63	822	1.80
FLAT ALLOWANCE (MONTHLY OR ANNUAL)	143	47.51	29558	64.60
ALLOWANCE GRADUATED TO LENGTH OF SERVICE	4	1.33	166	.36
PAID SICK LEAVE UNDER A HEALTH INSURANCE PLAN	38	12.62	2269	4.96
FLAT ALLOWANCE AND LEAVE UNDER A HEALTH INSURANCE PLAN	53	17.61	10657	23.29
MENTIONED BUT NOT SPECIFIED	26	8.64	1660	3.63
OTHER	8	2.66	625	1.37
T O T A L	301	100.00	45757	100.00

FIELD 6540 ANNUAL SICK LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	29	9.63	822	1.80
2-4 DAYS	3	1.00	295	.64
6 DAYS	25	8.31	1747	3.82
7 - 11 DAYS	18	5.98	557	1.22
12 DAYS	20	6.64	2434	5.32
13 - 14 DAYS	1	.33	11	.02
15 DAYS	63	20.93	25673	56.11
16 - 17 DAYS	3	1.00	49	.11
18 DAYS	25	8.31	3841	8.39
19 - 23 DAYS	14	4.65	385	.84
24 DAYS	11	3.65	722	1.58
COVERED BY HEALTH INSURANCE PLAN	40	13.29	2301	5.03
VARIES BY LENGTH OF SERVICE	11	3.65	1857	4.06
MENTIONED BUT NOT SPECIFIED	25	8.31	1644	3.59
OTHER	13	4.32	3419	7.47
T O T A L	301	100.00	45757	100.00

FIELD 6560 MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	34	11.30	1860	4.06
12 DAYS	5	1.66	460	1.01
15 - 29 DAYS	9	2.99	546	1.19
30 - 59 DAYS	14	4.65	488	1.07
60 - 89 DAYS	7	2.33	297	.65
90 - 119 DAYS	11	3.65	502	1.10
120 DAYS	22	7.31	5588	12.21
130 - 179 DAYS	23	7.64	5180	11.32
180 - 199 DAYS	19	6.31	2336	5.11
200 - 365 DAYS	21	6.98	12853	28.09
COVERED BY HEALTH INSURANCE PLAN	43	14.29	2377	5.19
ACCUMULATION NOT ALLOWED	22	7.31	1054	2.30
UNLIMITED ACCUMULATION	32	10.63	5502	12.02
MENTIONED BUT NOT SPECIFIED	25	8.31	3506	7.66
OTHER	14	4.65	3208	7.01
T O T A L	301	100.00	45757	100.00

FIELD 6580 CONVERSION OF UNUSED SICK LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	222	73.75	13973	30.54
ANNUAL CONVERSION TO CASH OR DAYS OFF	19	6.31	810	1.77
FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT, LAYOFF, ETC.	1	.33	27	.06
PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT, LAYOFF, ETC.	46	15.28	24970	54.57
COMBINATION	3	1.00	183	.40
OTHER	10	3.32	5794	12.66
T O T A L	301	100.00	45757	100.00

FIELD 6600 EXTENDED MEDICAL BENEFIT PLANS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	266	88.37	43279	94.58
MENTIONED	35	11.63	2478	5.42
T O T A L	301	100.00	45757	100.00

FIELD 6620 PROVISION FOR A HEALTH AND WELFARE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	44	14.62	1884	4.12
HEALTH AND WELFARE PLAN (SINGLE FUND)	14	4.65	407	.89
SERIES OF PLANS	196	65.12	31191	68.17
SINGLE PLAN	40	13.29	12072	26.38
CANNOT DETERMINE	6	1.99	188	.41
OTHER	1	.33	15	.03
T O T A L	301	100.00	45757	100.00

FIELD 6640 EMPLOYER'S CONTRIBUTION TO LIFE INSURANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	115	38.21	6830	14.93
25-45%	3	1.00	58	.13
50%	41	13.62	4215	9.21
70-80%	9	2.99	268	.59
100%	80	26.58	19284	42.14
MENTIONED BUT NOT SPECIFIED	46	15.28	13403	29.29
OTHER	7	2.33	1699	3.71
T O T A L	301	100.00	45757	100.00

FIELD 6660 AMOUNT OF LIFE INSURANCE BENEFITS PER EMPLOYEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	115	38.21	6830	14.93
$2,000-$9,000	13	4.32	11937	26.09
$10,000-$14,000	11	3.65	11956	26.13
$15,000-$19,000	12	3.99	3772	8.24
$20,000-$30,000	16	5.32	1192	2.61
VARIES ACCORDING TO DEPENDANTS AND EARNINGS	7	2.33	1593	3.48
VARIES ACCORDING TO EARNINGS	36	11.96	3756	8.21
VARIES WITH DEPENDANTS OR MARITAL STATUS	5	1.66	172	.38
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	80	26.58	4410	9.64
OTHER	6	1.99	139	.30
T O T A L	301	100.00	45757	100.00

FIELD 6680 EMPLOYER'S CONTRIBUTION TO ACCIDENTAL DEATH AND DISABILITY PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	225	74.75	40729	89.01
50%	13	4.32	915	2.00
70 - 80%	4	1.33	44	.10
100%	33	10.96	1963	4.29
MENTIONED BUT NOT SPECIFIED	22	7.31	1956	4.27
OTHER	4	1.33	150	.33
T O T A L	301	100.00	45757	100.00

FIELD 6700 AMOUNT OF ACCIDENTAL DEATH AND DISABILITY BENEFITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	225	74.75	40729	89.01
$3,000-$9,000	6	1.99	772	1.69
$10,000-$14,000	4	1.33	324	.71
$15,000-$24,000	5	1.66	62	.14
$25,000-$36,000	5	1.66	356	.78
VARIES ACCORDING TO DEPENDANTS AND EARNINGS	5	1.66	973	2.13
VARIES ACCORDING TO EARNINGS	19	6.31	1201	2.62
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	24	7.97	954	2.08
OTHER	8	2.66	386	.84
T O T A L	301	100.00	45757	100.00

FIELD 6720 EMPLOYER'S CONTRIBUTION TO LONG-TERM DISABILITY AND INCOME CONTINUANCE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	176	58.47	21398	46.76
50%	28	9.30	15666	34.24
70 - 75%	5	1.66	62	.14
100%	43	14.29	3518	7.69
PLAN IS 100% EMPLOYEE FUNDED	13	4.32	446	.97
PLAN IN EXISTENCE, DETAILS NOT SPECIFIED	36	11.96	4667	10.20
T O T A L	301	100.00	45757	100.00

FIELD 6740 WAITING PERIOD TO RECEIVE BENEFITS UNDER LONG-TERM DISABILITY PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	178	59.14	21497	46.98
2-16 WEEKS	9	2.99	1367	2.99
17 WEEKS	11	3.65	8575	18.74
26 WEEKS	16	5.32	927	2.03
52 WEEKS	7	2.33	606	1.32
MENTIONED BUT NOT SPECIFIED	79	26.25	12010	26.25
OTHER	1	.33	775	1.69
T O T A L	301	100.00	45757	100.00

FIELD 6760 DURATION OF BENEFITS UNDER LONG-TERM DISABILITY PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	178	59.14	21497	46.98
2-5 YEARS	2	.66	108	.24
TO NORMAL RETIREMENT AGE	41	13.62	9745	21.30
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	78	25.91	14364	31.39
OTHER	2	.66	43	.09
T O T A L	301	100.00	45757	100.00

FIELD 6780 PERCENTAGE OF WAGE GUARANTEED UNDER LONG-TERM DISABILITY PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	178	59.14	21497	46.98
50%	17	5.65	1267	2.77
55-67%	14	4.65	7111	15.54
70%	10	3.32	1686	3.68
75-100%	3	1.00	203	.44
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	72	23.92	12680	27.71
OTHER	7	2.33	1313	2.87
T O T A L	301	100.00	45757	100.00

FIELD 6800 EMPLOYER'S CONTRIBUTION TO SICKNESS AND ACCIDENT WEEKLY INDEMNITY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	177	58.80	29127	63.66
50%	17	5.65	8872	19.39
70-90%	10	3.32	293	.64
100%	55	18.27	3468	7.58
PLAN IN EXISTENCE, DETAILS NOT SPECIFIED	35	11.63	3704	8.09
OTHER	7	2.33	293	.64
T O T A L	301	100.00	45757	100.00

FIELD 6820 MAXIMUM AMOUNT OF SICKNESS AND ACCIDENT WEEKLY INDEMNITY

6820(A) PERCENTAGE OF REGULAR EARNINGS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
60-66%	3	1.00	179	.39
67%	24	7.97	7625	16.66
70%	23	7.64	2851	6.23
75%	4	1.33	1490	3.26

6820(B) WEEKLY BENEFIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
$150-$225	8	2.66	359	.78
$250-$275	4	1.33	326	.71
$300-$325	6	1.99	201	.44

6820(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	177	58.80	29127	63.66
VARIES ACCORDING TO EARNINGS	4	1.33	876	1.91
VARIES ACCORDING TO LENGTH OF SERVICE	44	14.62	2617	5.72
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	4	1.33	106	.23
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 6840 **MAXIMUM DURATION OF SICKNESS AND ACCIDENT WEEKLY INDEMNITY**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	179	59.47	29243	63.91
13-15 WEEKS	6	1.99	140	.31
17 WEEKS	10	3.32	8614	18.83
26 WEEKS	32	10.63	1386	3.03
32-52 WEEKS	9	2.99	674	1.47
VARIES WITH LENGTH OF SERVICE	4	1.33	889	1.94
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	61	20.27	4811	10.51
T O T A L	301	100.00	45757	100.00

FIELD 6860 **EMPLOYER'S CONTRIBUTION TO PENSION PLAN**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	128	42.52	24451	53.44
50%	20	6.64	1078	2.36
100%	7	2.33	278	.61
AMOUNT PER HOUR	31	10.30	1569	3.43
PLAN MENTIONED, DETAILS NOT SPECIFIED	106	35.22	17949	39.23
OTHER	9	2.99	432	.94
T O T A L	301	100.00	45757	100.00

FIELD 6880 **EARLY RETIREMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	277	92.03	38258	83.61
MENTIONED	24	7.97	7499	16.39
T O T A L	301	100.00	45757	100.00

FIELD 6900 **ADMINISTRATION OF PENSION PLAN**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	139	46.18	27188	59.42
UNION	13	4.32	365	.80
MANAGEMENT	3	1.00	127	.28
JOINT UNION - MANAGEMENT	16	5.32	1093	2.39
ADMINISTERED BY SEPARATE TRUSTEES	4	1.33	57	.12
CANNOT DETERMINE	126	41.86	16927	36.99
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 6905 **MANDATORY RETIREMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	222	73.75	15669	34.24
MENTIONED	79	26.25	30088	65.76
T O T A L	301	100.00	45757	100.00

FIELD 6910 **RETIREMENT EXTENSIONS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	253	84.05	30022	65.61
MENTIONED	48	15.95	15735	34.39
T O T A L	301	100.00	45757	100.00

FIELD 6920 EMPLOYER'S CONTRIBUTION TO DENTAL PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	184	61.13	34246	74.84
50%	13	4.32	1142	2.50
75%	4	1.33	53	.12
80-90%	3	1.00	281	.61
100%	28	9.30	3882	8.48
AMOUNT PER HOUR	40	13.29	1799	3.93
FLAT RATE	8	2.66	243	.53
PLAN IN EXISTENCE, DETAILS NOT SPECIFIED	16	5.32	1689	3.69
OTHER	5	1.66	2422	5.29
T O T A L	301	100.00	45757	100.00

FIELD 6940 TYPE OF DENTAL WORK COVERED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	185	61.46	34283	74.92
BASIC	4	1.33	148	.32
EXTENDED (PROSTHETICS AND ORAL SURGERY)	2	.66	18	.04
COMBINATION OF ABOVE	22	7.31	1551	3.39
MENTIONED BUT NOT SPECIFIED	83	27.57	7335	16.03
OTHER	5	1.66	2422	5.29
T O T A L	301	100.00	45757	100.00

FIELD 6960 OPTICAL CARE / PREPAID DRUG PRESCRIPTION PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	276	91.69	43587	95.26
OPTICAL CARE	17	5.65	762	1.67
PRESCRIPTION DRUG PLAN	4	1.33	144	.31
COMBINATION	4	1.33	1264	2.76
T O T A L	301	100.00	45757	100.00

SECTION 14
OCCUPATIONAL HEALTH AND SAFETY

FIELD 7500 TYPE OF HEALTH AND SAFETY CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	66	21.93	3678	8.04
STANDARD CLAUSE (SEE DEFINITIONS)	42	13.95	13024	28.46
NON-STANDARD CLAUSE	193	64.12	29055	63.50
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 7520 OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	164	54.49	18744	40.96
MENTIONED	137	45.51	27013	59.04
T O T A L	301	100.00	45757	100.00

FIELD 7540 REFERENCE TO LEGISLATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	174	57.81	24278	53.06
MENTIONED BUT NOT SPECIFIED	5	1.66	815	1.78
OCCUPATIONAL HEALTH AND SAFETY ACT	88	29.24	18974	41.47
REGULATIONS UNDER THE ACT	2	.66	40	.09
OCCUPATIONAL HEALTH AND SAFETY ACT AND REGULATIONS UNDER THE ACT	26	8.64	1558	3.40
OTHER	6	1.99	92	.20
T O T A L	301	100.00	45757	100.00

FIELD 7560 FUNCTIONS, PROCEDURES, AND RIGHTS OF THE OCCUPATIONAL HEALTH COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	239	79.40	39700	86.76
MENTIONED	62	20.60	6057	13.24
T O T A L	301	100.00	45757	100.00

FIELD 7700 **PAY FOR TIME SPENT ON COMMITTEE MATTERS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	254	84.39	39537	86.41
MENTIONED	47	15.61	6220	13.59
T O T A L	301	100.00	45757	100.00

FIELD 7720 **RIGHT TO REFUSE DANGEROUS WORK**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	268	89.04	42522	92.93
MENTIONED	33	10.96	3235	7.07
T O T A L	301	100.00	45757	100.00

FIELD 7740 **COMMITTEE PERSONS' PROTECTION FROM DISCRIMINATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	299	99.34	45635	99.73
MENTIONED	2	.66	122	.27
T O T A L	301	100.00	45757	100.00

FIELD 7760 **HEALTH AND SAFETY NEGOTIABLE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	242	80.40	41395	90.47
MENTIONED	59	19.60	4362	9.53
T O T A L	301	100.00	45757	100.00

FIELD 7780 **MEDICAL EXAMINATIONS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	230	76.41	30753	67.21
REQUIRED FOR ALL EMPLOYEES	29	9.63	7533	16.46
REQUIRED AT EMPLOYER'S REQUEST	40	13.29	7306	15.97
OTHER	2	.66	165	.36
T O T A L	301	100.00	45757	100.00

FIELD 7800 **REHABILITATION**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	211	70.10	14964	32.70
STANDARD CLAUSE (SEE DEFINITIONS)	39	12.96	1460	3.19
NON-STANDARD CLAUSE	51	16.94	29333	64.11
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 7820 **EMPLOYER SUPPLEMENTS TO WORKERS' COMPENSATION BENEFITS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	145	48.17	7121	15.56
MENTIONED	156	51.83	38636	84.44
T O T A L	301	100.00	45757	100.00

FIELD 7840 **MAXIMUM DURATION OF BENEFITS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	145	48.17	7121	15.56
2-3 WEEKS	2	.66	51	.11
4 WEEKS	14	4.65	469	1.02
5-25 WEEKS	8	2.66	144	.31
26 WEEKS	15	4.98	839	1.83
36-39 WEEKS	4	1.33	102	.22
52 WEEKS	42	13.95	29425	64.31
64-156 WEEKS	9	2.99	957	2.09
CHARGED TO ACCUMULATED SICK LEAVE CREDITS	12	3.99	2404	5.25
FOR DURATION OF DISABILITY OR COMPENSATION	25	8.31	2798	6.11
MENTIONED BUT NOT SPECIFIED	18	5.98	651	1.42
OTHER	7	2.33	796	1.74
T O T A L	301	100.00	45757	100.00

FIELD 7860 **PERCENTAGE OF REGULAR SALARY THAT THE EMPLOYEE RECEIVES FROM BOTH SOURCES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	144	47.84	7059	15.43
75-90%	3	1.00	286	.63
100%	136	45.18	37341	81.61
MENTIONED BUT NOT SPECIFIED	9	2.99	227	.50
OTHER	9	2.99	844	1.84
T O T A L	301	100.00	45757	100.00

FIELD 7880 **ADVANCE PAYMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	265	88.04	28635	62.58
MENTIONED	36	11.96	17122	37.42
T O T A L	301	100.00	45757	100.00

FIELD 7900 **INCREASE IN SUPPLEMENT TO OCCUR WITH REGULAR SALARY INCREMENTS**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	293	97.34	42978	93.93
MENTIONED	8	2.66	2779	6.07
T O T A L	301	100.00	45757	100.00

FIELD 7920 **SAFETY APPAREL AND EQUIPMENT**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	184	61.13	21345	46.65
SUPPLIED AT: NO COST TO EMPLOYEE	68	22.59	20769	45.39
SOME COST TO EMPLOYEE	8	2.66	1464	3.20
MONETARY ALLOWANCE:				
FOR PURCHASE &/OR REPLACEMENT	14	4.65	1074	2.35
FOR PURCHASE, REPLACEMENT AT SOME COST TO EMPLOYEE	1	.33	6	.01
SUPPLIED AND MONETARY ALLOWANCE	26	8.64	1099	2.40
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

S E C T I O N 15
LEAVE OF ABSENCE PROVISIONS

FIELD 8000 **PAID LEAVE ON BEREAVEMENT IN IMMEDIATE FAMILY**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	20	6.64	908	1.98
1 - 2 DAYS	10	3.32	172	.38
3 DAYS	153	50.83	15198	33.21
4 DAYS	7	2.33	509	1.11
5 DAYS	30	9.97	2322	5.07
7 DAYS	4	1.33	137	.30
DEPENDS ON RELATIONSHIP OR CIRCUMSTANCES	20	6.64	543	1.19
INDEFINITE LEAVE	12	3.99	12608	27.55
MENTIONED BUT NOT SPECIFIED	43	14.29	13250	28.96
OTHER	2	.66	110	.24
T O T A L	301	100.00	45757	100.00

FIELD 8005 PAID BEREAVEMENT LEAVE EXTENSION FOR TRAVEL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	240	79.73	30435	66.51
1 DAY	9	2.99	2609	5.70
2 DAYS	13	4.32	568	1.24
3-7 DAYS	11	3.65	471	1.03
EXTENSION IS UNPAID	3	1.00	82	.18
INDEFINITE OR DEPENDS ON CIRCUMSTANCES	11	3.65	1211	2.65
MENTIONED BUT NOT SPECIFIED	13	4.32	10280	22.47
OTHER	1	.33	101	.22
T O T A L	301	100.00	45757	100.00

FIELD 8010 PAID BEREAVEMENT LEAVE FOR OTHER RELATIVES OR NON-RELATIVES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	195	64.78	27019	59.05
1/2 DAY	27	8.97	1794	3.92
1 DAY	53	17.61	4979	10.88
2-5 DAYS	4	1.33	784	1.71
LEAVE IS UNPAID	13	4.32	949	2.07
INDEFINITE OR DEPENDS ON CIRCUMSTANCES	5	1.66	170	.37
MENTIONED BUT NOT SPECIFIED	3	1.00	9961	21.77
OTHER	1	.33	101	.22
T O T A L	301	100.00	45757	100.00

FIELD 8020 PAID COMPASSIONATE LEAVE (OTHER THAN BEREAVEMENT)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	179	59.47	11571	25.29
DEDUCTED FROM SICK LEAVE	42	13.95	22843	49.92
AVAILABLE, DEDUCTION FROM SICK LEAVE NOT MENTIONED	35	11.63	4695	10.26
DEDUCTION FROM SICK LEAVE DEPENDS ON REASON	20	6.64	5565	12.16
MENTIONED BUT NOT SPECIFIED	9	2.99	198	.43
OTHER	16	5.32	885	1.93
T O T A L	301	100.00	45757	100.00

FIELD 8040 NUMBER OF DAYS OF PAID COMPASSIONATE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	179	59.47	11571	25.29
1 - 2 DAYS	9	2.99	4534	9.91
3 DAYS	10	3.32	1055	2.31
4-12 DAYS	11	3.65	586	1.28
INDEFINITE LEAVE	27	8.97	7112	15.54
MENTIONED BUT NOT SPECIFIED	37	12.29	19732	43.12
OTHER	28	9.30	1167	2.55
T O T A L	301	100.00	45757	100.00

FIELD 8060 PERSONAL LEAVE OF ABSENCE ON GOOD REASON (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	74	24.58	3811	8.33
MENTIONED	227	75.42	41946	91.67
T O T A L	301	100.00	45757	100.00

FIELD 8080 LEAVE OF ABSENCE FOR GENERAL UNION BUSINESS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	26	8.64	773	1.69
PAID	11	3.65	1592	3.48
UNPAID	251	83.39	42764	93.46
MENTIONED BUT NOT SPECIFIED	10	3.32	513	1.12
OTHER	3	1.00	115	.25
T O T A L	301	100.00	45757	100.00

FIELD 8100 LEAVE OF ABSENCE FOR NEGOTIATIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	180	59.80	27171	59.38
PAID	101	33.55	17597	38.46
UNPAID	12	3.99	212	.46
MENTIONED BUT NOT SPECIFIED	6	1.99	464	1.01
OTHER	2	.66	313	.68
T O T A L	301	100.00	45757	100.00

FIELD 8120 PAID JURY DUTY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	79	26.25	14653	32.02
PAID LEAVE - EMPLOYER MAKES UP THE DIFFERENCE BETWEEN COURT PAY AND REGULAR PAY	171	56.81	19252	42.07
PAID LEAVE AT REGULAR RATE AND THE EMPLOYEE TURNS OVER MONIES PAID BY THE COURT	42	13.95	11194	24.46
MENTIONED BUT NOT SPECIFIED	5	1.66	192	.42
OTHER	4	1.33	466	1.02
T O T A L	301	100.00	45757	100.00

FIELD 8140 EDUCATIONAL LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	199	66.11	19312	42.21
PARTIALLY PAID	4	1.33	318	.69
TOTALLY PAID	8	2.66	1145	2.50
UNPAID	52	17.28	4913	10.74
MENTIONED BUT NOT SPECIFIED	23	7.64	16924	36.99
OTHER	15	4.98	3145	6.87
T O T A L	301	100.00	45757	100.00

FIELD 8160 **SPECIAL RETIREMENT LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	282	93.69	38536	84.22
MENTIONED	19	6.31	7221	15.78
T O T A L	301	100.00	45757	100.00

FIELD 8180 **PAID MARRIAGE LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	295	98.01	45362	99.14
3 DAYS	3	1.00	369	.81
OTHER	3	1.00	26	.06
T O T A L	301	100.00	45757	100.00

FIELD 8200 **ADOPTION LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	227	75.42	15939	34.83
PAID LEAVE	4	1.33	138	.30
UNPAID LEAVE	66	21.93	29553	64.59
MENTIONED BUT NOT SPECIFIED	4	1.33	127	.28
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

PATERNITY LEAVE

FIELD 8220 **(A) UNPAID**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	246	81.73	27351	59.77
1-3 WEEKS	3	1.00	341	.75
6 WEEKS	33	10.96	6662	14.56
12 WEEKS	11	3.65	10261	22.42
15-52 WEEKS	5	1.66	144	.31
OTHER	3	1.00	998	2.18
T O T A L	301	100.00	45757	100.00

FIELD 8230 **(B) PAID**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	290	96.35	45230	98.85
1 DAY	4	1.33	315	.69
2-5 DAYS	4	1.33	175	.38
15-20 DAYS	3	1.00	37	.08
T O T A L	301	100.00	45757	100.00

MATERNITY LEAVE (UNPAID)

FIELD 8240 **(A) ELIGIBILITY (SERVICE REQUIREMENT)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	114	37.87	5125	11.20
1-6 MONTHS	16	5.32	2742	5.99
9 MONTHS	16	5.32	11662	25.49
10 MONTHS	3	1.00	295	.64
12 MONTHS	51	16.94	6520	14.25
FROM DATE OF HIRE (AFTER PROBATION)	6	1.99	1560	3.41
STATES 'ACCORDING TO LABOUR STANDARDS'	33	10.96	3361	7.35
MENTIONED BUT NOT SPECIFIED	62	20.60	14492	31.67
T O T A L	301	100.00	45757	100.00

FIELD 8260 **(B) MAXIMUM DURATION OF LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	112	37.21	4231	9.25
12-16 WEEKS	2	.66	22	.05
18 WEEKS	44	14.62	3681	8.04
20-22 WEEKS	3	1.00	1520	3.32
24 WEEKS	16	5.32	1392	3.04
26 WEEKS	77	25.58	30940	67.62
32-52 WEEKS	8	2.66	420	.92
STATES 'ACCORDING TO LABOUR STANDARDS'	32	10.63	3330	7.28
MENTIONED BUT NOT SPECIFIED	7	2.33	221	.48
T O T A L	301	100.00	45757	100.00

FIELD 8280 **(C) NOTICE FOR LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	114	37.87	5125	11.20
2 WEEKS	3	1.00	95	.21
4 WEEKS	63	20.93	16595	36.27
6-12 WEEKS	3	1.00	96	.21
STATES 'ACCORDING TO LABOUR STANDARDS'	35	11.63	3472	7.59
MENTIONED BUT NOT SPECIFIED	83	27.57	20374	44.53
T O T A L	301	100.00	45757	100.00

FIELD 8300 **(D) NOTICE OF RETURN FROM LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	114	37.87	5106	11.16
1 WEEK	1	.33	9	.02
2 WEEKS	82	27.24	19909	43.51
3-8 WEEKS	10	3.32	754	1.65
STATES 'ACCORDING TO LABOUR STANDARDS'	34	11.30	3602	7.87
MENTIONED BUT NOT SPECIFIED	60	19.93	16377	35.79
T O T A L	301	100.00	45757	100.00

FIELD 8320 **(E) REINSTATEMENT**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	115	38.21	4574	10.00
GUARANTEED	104	34.55	32554	71.15
STATES 'ACCORDING TO LABOUR STANDARDS'	35	11.63	3636	7.95
MENTIONED BUT NOT SPECIFIED	42	13.95	4592	10.04
OTHER	5	1.66	401	.88
T O T A L	301	100.00	45757	100.00

FIELD 8340 **(F) SENIORITY DURING LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	117	38.87	8677	18.96
SENIORITY RETAINED	87	28.90	18098	39.55
SENIORITY ACCUMULATED	44	14.62	15410	33.68
SENIORITY ACCUMULATED UP TO A CERTAIN PERIOD THEN RETAINED	3	1.00	109	.24
STATES 'ACCORDING TO LABOUR STANDARDS'	30	9.97	2066	4.52
MENTIONED BUT NOT SPECIFIED	20	6.64	1397	3.05
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 8350 **PAID OR PARTLY PAID MATERNITY LEAVE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	280	93.02	45266	98.93
MENTIONED	21	6.98	491	1.07
T O T A L	301	100.00	45757	100.00

S E C T I O N 16
MISCELLANEOUS PROVISIONS

FIELD 9120 **REOPENER CLAUSE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	215	71.43	39472	86.26
RELATES TO: WAGES &/OR OCCUPATIONAL CLASSIFICATIONS	57	18.94	4756	10.39
HOURS OF WORK	2	.66	41	.09
GENERAL PROVISIONS	9	2.99	299	.65
COMBINATION	15	4.98	1124	2.46
MENTIONED BUT NOT SPECIFIED	3	1.00	65	.14
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 9220 **CLOTHING AND UNIFORMS**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	132	43.85	21194	46.32
SUPPLIED AT: NO COST TO EMPLOYEE	127	42.19	17967	39.27
SOME COST TO EMPLOYEE	16	5.32	1985	4.34
TOTAL COST TO EMPLOYEE	0	.00	0	.00
MONETARY ALLOWANCE	6	1.99	284	.62
SUPPLIED AND MONETARY ALLOWANCE	14	4.65	4161	9.09
MENTIONED BUT NOT SPECIFIED	6	1.99	166	.36
OTHER	0	.00	0	.00
T O T A L	301	100.00	45757	100.00

FIELD 9240 **DRYCLEANING/LAUNDERING**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	195	64.78	29949	65.45
NO COST TO EMPLOYEE	75	24.92	12285	26.85
SOME COST TO EMPLOYEE	10	3.32	238	.52
TOTAL COST TO EMPLOYEE	10	3.32	583	1.27
FLAT ALLOWANCE	6	1.99	1439	3.14
MENTIONED BUT NOT SPECIFIED	2	.66	1135	2.48
OTHER	3	1.00	128	.28
T O T A L	301	100.00	45757	100.00

FIELD 9300 **SUBSISTENCE ALLOWANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	235	78.07	19592	42.82
MEALS	6	1.99	299	.65
LODGING	1	.33	8	.02
BOTH MEALS AND LODGING	25	8.31	10737	23.47
MEALS, LODGING AND INCIDENTAL EXPENSES	24	7.97	12590	27.51
VARIES BY TYPE OF TRAVEL	0	.00	0	.00
MENTIONED BUT NOT SPECIFIED	8	2.66	2085	4.56
OTHER	2	.66	446	.97
T O T A L	301	100.00	45757	100.00

FIELD 9360 TRAVEL ALLOWANCE (PRIVATE VEHICLE)

9360(A) CENTS PER MILE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
15-24 CENTS	7	2.33	4377	9.57
25-29 CENTS	8	2.66	2646	5.78
30-35 CENTS	9	2.99	477	1.04

9360(B) CENTS PER KILOMETER

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
13.00-17.99 CENTS	6	1.99	3629	7.93
18.00-25.00 CENTS	8	2.66	1720	3.76

9360(C) RESIDUAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	214	71.10	15298	33.43
COMBINATION OF DISTANCE ALLOWANCE AND FLAT AMOUNT	12	3.99	419	.92
FLAT AMOUNT	9	2.99	291	.64
VARIES BY DISTANCE TRAVELLED	4	1.33	495	1.08
VARIES BY TYPE OF EMPLOYEE	2	.66	1301	2.84
COMBINATION OF 2 OR MORE OF THE ABOVE	8	2.66	12548	27.42
MENTIONED BUT NOT SPECIFIED	11	3.65	2011	4.39
OTHER	3	1.00	545	1.19
T O T A L	301	100.00	45757	100.00

FIELD 9380 **PAID TRAVEL TIME**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	268	89.04	25295	55.28
REGULAR RATE FOR TIME SPENT IN TRAVEL	27	8.97	15896	34.74
REGULAR RATE PLUS ADDITIONAL RATE FOR TIME SPENT IN TRAVEL	3	1.00	1770	3.87
MENTIONED BUT NOT SPECIFIED	2	.66	1545	3.38
OTHER	1	.33	1251	2.73
T O T A L	301	100.00	45757	100.00

FIELD 9400 **COLA REVIEW OF TRAVEL ALLOWANCE**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	288	95.68	27085	59.19
MENTIONED	13	4.32	18672	40.81
T O T A L	301	100.00	45757	100.00

OTHER PROVISIONS

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
9901	EQUAL PAY FOR SIMILAR WORK	58	19.27	14894	32.55
9902	AFFIRMATIVE ACTION	13	4.32	13760	30.07
9903	SEXUAL HARASSMENT	7	2.33	2200	4.81
9904	PAID WASH-UP, CLEAN-UP, OR CLOTHES CHANGING PERIOD	18	5.98	1076	2.35
9905	MOONLIGHTING	37	12.29	4467	9.76
9906	WAGE INCENTIVES	16	5.32	1262	2.76
9907	PROFIT SHARING PLANS	1	.33	10	.02
9908	TRANSPORTATION FOR EMPLOYEES ON CERTAIN SHIFTS	20	6.64	8056	17.61
9909	ON-THE-JOB UPGRADING AND TRAINING	103	34.22	23393	51.12
9910	NORTHERN ALLOWANCE (ISOLATION PAY)	9	2.99	17957	39.24
9911	TRAVEL ALLOWANCE, COMPANY VEHICLE	2	.66	181	.40
9912	MOVING EXPENSES OR RELOCATION ALLOWANCE (NOT RELATED TO TECH. CHANGE)	19	6.31	13466	29.43
9913	APPRENTICESHIP PROVISIONS	37	12.29	17481	38.20
9914	ANTI-INFLATION PROGRAM	0	.00	0	.00
9915	TOOLS/ALLOWANCE	46	15.28	19360	42.31
9916	PAID LUNCH PERIOD (DURING REGULAR HOURS)	15	4.98	2158	4.72
9917	BULLETIN BOARDS FOR UNION USE	205	68.11	28060	61.32
9918	PYRAMIDING OF OVERTIME PAY, PREMIUM PAY, ETC.	111	36.88	32410	70.83

POOR

QUALITY

ORIGINAL